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ABSTRACT

This final report is concerned with the collection and analysis of descriptive data on some characteristics of police applicants. The study attempts to answer some basic questions relating to the type of individual who applies for the police civil service exam and what factors differentiate the successful from the unsuccessful candidate. The following five instruments in addition to the civil service exam were administered to the applicants: (1) Police Background Information Form; (2) Police Knowledge Test; (3) Police Opinion Questionnaire; (4) Discretionary Situations; and (5) Personality Inventory. The statistical results for each item of the respective instruments are presented in the appendix. (CK)

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FINAL REPORT

PERSPECTIVES ON LAW ENFORCEMENT: I. CHARACTERISTICS OF POLICE APPLICANTS

Leo S. Goldstein

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February 1971

EDUCATIONAL TESTING SERVICE
PRINCETON, NEW JERSEY

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I. CHARACTERISTICS OF POLICE APPLICANTS

Leo S. Goldstein

Educational Testing Service

Princeton, N. J.

February 1971

Prepared for the New Jersey Police Training Commission by

Educational Testing Service, Princeton, New Jersey

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Finally, a low bow and a wide smile to the applicants themselves.

Leo S. Goldstein, Ph.D.
Research Psychologist

Introduction

Each year thousands of individuals apply to take the civil service examination for patrolman in the State of New Jersey. Except for age, height, weight and visual acuity prerequisites, little if any descriptive data have been collected on this applicant population. Statistics relating to the applicant group's background, e.g., amount of education, father's occupation, size of home town, automobile accident record, race, and religious preference, are not available. Little if anything is known about an applicant's attitude toward the police profession, his perceptions of the role of the policeman, his attitude toward certain minority groups, his feelings about the dangerous aspects of police work, and his reactions to some kinds of situations he is likely to meet on the job or his personality structure. Finally, areas or dimensions that differentiate the successful applicant from the one who fails to achieve a passing grade on the police civil service examination have not yet been identified. Information of this sort might be useful for the selection and/or promotion of patrolmen in New Jersey.

The first phase of this study is primarily concerned with the collection and analysis of data descriptive of some characteristics of police applicants. It aims to answer some basic questions relating to who the individuals are who apply for the police civil service examination and what kind of people they are.

An earlier interim report by Gordon[1] covers the background and development of the study. A later progress report prepared by Goldstein[2] states the study's objectives, describes the instruments which were used, discusses the general research design and test administration, and presents preliminary results based on a sample of the data.

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[1]Gordon, G. Perspectives on Law Enforcement: I. Characteristics of Police Applicants. Interim Report. Educational Testing Service, Princeton, N. J. December, 1969.

[2]Goldstein, Leo S. Perspectives on Law Enforcement: I. Characteristics of Police Applicants. Progress Report. Educational Testing Service, Princeton, N. J. June, 1970.

This final report does not go over this well-plowed ground but instead is devoted to a presentation of the findings based on data collected from the total applicant group and a discussion of the implications of these findings.

Although Phase I is a complete study by itself, it should be conceived of as laying the ground work for a number of additional studies in the law enforcement field. For example, building on these basic data, those changes in applicants' attitudes, perceptions and personality that occur as a result of a course of training undertaken at a police training academy could be detected. With the appropriate research design, further changes in the applicant that are related to a period of on-the-job experience could be identified. In addition, once appropriate criteria have been defined, test behavior at each of three test periods could be examined as predictive of effectiveness as a law enforcement officer. A number of additional studies could be designed to carry forward from the findings of preceding investigations toward the goal of improving selection and training of policemen in New Jersey.

Data Collection

As an integral part of the study of applicants for the civil service examination for patrolman, five instruments prepared by Educational Testing Service were administered to applicants for the examination who were tested between February 21 and June 27, 1970 in various locations throughout the state. These applicants were given a 60-item form of the civil service test. They were asked to volunteer their time to take the additional tests[1] and were informed that their performance on these instruments would not in any way influence their police examination grade. In the four month period,

[1]Police Background Information Form, Police Opinion Questionnaire, Police Knowledge Test, Discretionary Situations, and Personality Inventory.

1,356 applicants took the civil service examination for patrolman; a majority of these individuals also took the special battery of instruments which provides the data for the study reported here.

Those applicants whose raw scores were at or above the established cutoff point are referred to as "pass applicants" or "members of the pass group." Conversely, those individuals whose scores were below the cutoff point, form the "fail group" and are referred to as "fail applicants."

The cutoff point was determined either by the community, to which candidates were applying, or by the civil service test administrator. In two-thirds of the communities a score of 36 (60% of the items answered correctly) was established as the passing grade. Except for one community which used a cutoff score of 39, the remaining localities used 42 as the cutoff (70% correct).

An analysis of the data indicates that the applicants to these latter communities, those with a cutoff score of 42, achieved an average civil service examination score one-and-a-half points higher than that attained by the applicants to the communities using the lower cutoff score (36.0 and 34.5 respectively). The effect of the differential cutoff values will be examined more closely, once we have established the criteria for "police effectiveness."

An individual who passes the examination does not automatically become eligible for a job as a patrolman. A medical examination and physical performance test, and in some cases a psychiatric screening, are additional barriers to eligibility. However, for the purposes of this study, the prime concern is in whether or not the individual passes the initial written examination; and not in his subsequent history.

For three of the instruments (Police Opinion Questionnaire, Police Knowledge Test and Discretionary Situations) the responses of 622 fail applicants and 520 pass applicants have been analyzed. Complete records for the Police Information Background Form and the Personality Inventory could not be obtained for all these individuals and therefore a slightly lesser number of fail and pass records was available for analysis.

Data Analysis Methods

Except for the Personality Inventory, the data collected for this study are of a categorical nature, i.e., they are based on frequency counts of various responses given by individuals constituting two predefined groups.

Since a test of the difference between groups is required, with regard to multiple responses, the chi square (χ^2) statistic has been used. This procedure indicates whether the distribution of responses for the two groups is sufficiently divergent so that one may state, with a given degree of confidence, that the observed difference is not due to chance.

Four levels of significance have been used to gauge the obtained chi square values. These levels are .05, .02, .01, and .001. If an obtained chi square value is large enough so that it is significant at the .05 level, one may state that the distributions which lead to this result would have occurred by chance 5 times in one hundred, i.e., 95 times out of 100 such distributions reflect nonrandom differences between the groups. For the higher significance levels, .02, .01, and .001, the distributions observed would arise by chance 1 in 50 times, 1 in 100 times, and 1 in 1,000 times, respectively.[1]

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[1] The levels of significance are noted for the obtained chi square values in the tables of results in the Appendix.

The Personality Inventory utilizes a continuous score, ranging from zero to 20, for each of the subscales. Therefore, a more appropriate statistic, the "t" test has been used to analyze these data. For each subscale, we are interested in determining whether the mean (arithmetic average) achieved by one group is different from that obtained by the individuals in the other group. The observed difference in means must be large enough to permit our stating that it could be due to chance only 1 in 20, 1 in 50, 1 in 100, or 1 in 1,000 times, in order to be considered statistically significant.

Results

This section presents in verbal descriptive form the findings of the analyses for each of the instruments used. The data described are presented in the Appendix. Because of the variety and nature of information requested by each of the instruments, the discussion of findings ranges from the item level to a consideration of subsections or subscales.

The Police Background Information Form was designed to collect information relating to the applicant's educational and occupational history, his service in the armed forces, his marital status, various aspects of his home background such as the size of his home town, his father's chief occupation, the number of siblings, and the size of the community in which he presently resides, his history of traffic violations and automobile accidents, his present state of health, his religious affiliation and nationality, and his record of previous experience in jobs related to police work.

Job History. Almost 50% of the applicants listed one or two full time jobs which they have held. Thirty-four percent indicated that they have held three or more full time positions. There is no significant difference in the number of full time jobs held between those who passed and those who failed the civil service examination. Fourteen additional items show no significant difference in response between the pass and fail group. These items refer to school explusion, length of military service, demotion in rank, court martials, more than one marriage, largest amount of money owed, sibling rank, number of residences in past five years, length of time at present address, number of parking violations, number of arrests, nationality, number of club, civic, or social memberships, and friends and relatives as police officers. All items discussed below do yield statistically significant differences between the pass and fail groups' responses.

Education. Almost three-fourths the group report the 12th grade as the highest grade completed. More than 16% report some college education. As would perhaps be expected, a significantly greater proportion of those who passed the examination report educational experience beyond high school.

Unemployment. Approximately 63% of the total group reports no unemployment, 17% unemployed one or two months, 7% unemployed three or four months, 4% unemployed five or six months, and 8% unemployed more than six months during the past five years. The fail applicants tend to be unemployed for longer periods of time than do those who pass.

Military Service. For the total group, 64% report some service in the armed forces. A significantly greater percent of those who passed indicate military service than those who failed.

Marital Status. While 63% of the total group report themselves as married and 32% report themselves as being single, a significantly greater proportion of the pass applicants is unmarried (36.1% compared to 28.7% of the fail group).

Dependents. Half the total group reports having two or more persons dependent upon them for all or most of their support. Almost 53% of those who failed the examination report having two or more dependents while only 47% of those who passed the examination report having this many people dependent upon them for their support. This difference is statistically significant.

Broken Homes. Over 20% of those who failed report living with other than both parents before the age of 18, while under 16% of those who passed report the same experience; this finding is statistically significant.

Siblings. Sixty-four percent of the applicants passing the examination report having one to three siblings and almost 23% report having four or more compared with 55% of those who failed the examination who report having one to three siblings and 31% who have four or more; a statistically significant difference.

Father's Occupation. Thirty-two percent of the total group reports father's chief occupation as an unskilled or semi-skilled worker while 35% report the father as being a skilled worker. A comparison of the pass and fail groups on this item reveals that a significantly greater proportion of those who failed report their father as being unskilled or semi-skilled while a significantly greater proportion of those who pass report their fathers as being skilled workers.

Size of Home Town. Eight percent of those who failed report growing up on a farm as compared to 2% of those who passed. Almost 42% of those who passed report growing up in a city of 10,000 to 100,000 compared with 33% of those who failed. A statistically significant difference.

Size of Present Community. For the total group, almost 47% reside in a community of between 10,000 and 100,000 people while 19% come from a city of more than 100,000 people. On this item, a significantly greater proportion of those who passed the examination come from cities of 10,000 to 100,000 while those who failed are overly represented as coming from cities of 100,000 or more.

Mobility. The pass applicants appear to be somewhat more mobile than those who failed. In response to the item which asks the number of different cities, towns, or townships in which you have lived, 38% of the pass group responded "3 or more" while only 30% of the fail applicants report this degree of mobility.

Automobile Driving Record. Of the four items on the questionnaire which deal with the applicant's driving record, significant differences between the pass and fail groups are evidenced in response to three of the items. Although a greater proportion of fail applicants reports never having held a driver's license, a significantly greater proportion of this group has had a driver's license revoked or suspended. However, a greater proportion of the pass group reports being given two or more tickets for a moving violation. In addition, the pass applicants, in significantly greater proportion are involved in automobile accidents resulting in more than $50 total damage.

State of Health. The applicant group as a whole views itself as being generally in excellent health (61%). The pass applicants generally view their state of health as being excellent (66%) while 58% of the fail group reports itself as being in this category.

Religion. For the total group, 60% describe themselves as being Catholic, 29% as Protestant, 1% as Jewish and 7% as having some other religious affiliation. Comparing the pass and fail groups, a greater proportion of the pass applicants report their religious affiliation as Catholic while a greater proportion of the fail applicants indicate a religious affiliation other than one of the three major faiths. While just under 90% of the total group report a strong or moderate religious attitude and 10% report themselves as not religious, a significantly greater proportion of the pass applicants (14%) placed themselves in this latter category than do fail applicants (7%).

Race. Eighty percent of the total group lists race as white or Caucasian, 10% consider themselves Black or Negro and another 10% place themselves in the "other" category, i.e., they state they are either Puerto Rican, members of the human race, indicate a nationality rather than a race or omit answering the question. Approximately 70% of the fail group is white, 16% is Black and 14% is Other. Of the pass group, approximately 91% is white, 3% Black and 6% Other. This distribution of responses is statistically significant.

Foreign Language Spoken in Home. Almost 13% of the entire group report speaking a language other than English in the home. Of the fail group, more than 15% report speaking a language other than English while over 9% of the pass group is in this category.

Previous Police Work Experience. More than 43% of the total group reports having held a position related to police work such as military police, security guard, or auxiliary policeman. Within the pass group, 47% report this kind of previous experience as compared to 40% of the fail applicants.

Summary of Findings

It is difficult and oftentimes misleading to characterize a group in terms of its "average" member. To describe this average representative in terms of 30 or more defining characteristics is even more formidable. Nevertheless, this section will attempt to delineate the average civil service applicant in relation to the items of the background questionnaire, and further, to describe the applicant who passes the examination in terms of those characteristics which differentiate him from those applicants who fail.

The average applicant has held two or more full time jobs, has a high school education, has no record of being expelled from school, has not been unemployed during the past 5 years, has served in the armed forces for from one to four years without demotion in rank or court martial, is married with no history of remarriage, has two or more dependents, at any one time has been in debt for less than $500, lived with both parents during his youth, has one to three siblings and is the oldest child. His father was a skilled worker, he comes from a city of 10,000 to 100,000 population, he has lived in at least two different cities, towns, or townships, he has had two residences in the past five years and has lived more than three years at his present address. He presently lives in a city of 10,000 to 100,000 people, his driver's license has never been revoked or suspended, he has received no tickets for parking violations or for moving violations but has been involved in an accident resulting in more than $50 damage. He has never been arrested,

considers himself to be in excellent health, regards Catholicism as his religious affiliation and says that he is moderately religious. No foreign language is spoken in the home and his nationality is American. He belongs to the white or Caucasian race, is not a member of a club or civic or social organization, does have close friends or relatives who are or were police officers, and has not had a previous position related to police work.

The applicant who passes the civil service examination can be characterized in terms of the items on the background information questionnaire which differentiate him from the fail applicant. His level of education is higher and his rate of unemployment is lower than that of the man who failed the examination. A greater proportion of those who passed have seen military service. Since a greater proportion of the pass candidates are single, it is not surprising to learn that they also have proportionately fewer persons dependent on them for their support.

A smaller proportion of fail candidates were raised with both parents in the home and they tend to come from larger families. It is more probable that a failed candidate's father was an unskilled or semi-skilled worker. A greater proportion of the fail applicants were raised in farm areas while those who pass tend to have been brought up in communities of 10,000 to 100,000 people.

Those who pass the examination appear to be more mobile than those who failed, judging by the number of different cities in which they have lived. The pass applicants who were brought up in cities of more than 100,000 people tend to have moved to smaller sized cities of from 10,000 to 100,000 people, while the failed candidates apparently have left the farms and small towns for the larger communities in the state.

The individual who passes the examination has received proportionately more tickets for moving violations and is involved in a greater number of automobile accidents resulting in more than $50 total damage. The pass candidate is also more likely to report his health as excellent, his religion as Catholic, and his strength of religious feeling as not religious. The applicant who passes is less likely, than the one who fails, to speak a foreign language in his home, more likely to be a member of the white or Caucasian race and more likely to have held a position related to police work.

Police Knowledge Test

This instrument is intended to elicit information concerning the applicant's attitude toward a variety of people, circumstances and conditions which may be related to the job of a policeman. For many of the 45 items the "error choice" format that is used presents the applicant with a set of graded responses. Since, for many of the items there is no "correct" answer, the applicant's response can be considered only as "relatively low" or "relatively high" as determined by the position of the selected response in the given scaled series.

For example:

In 1968, the average patrolman in a New Jersey city of 200,000 made how many arrests?

a. 5

b. 17

c. 51

d. 73

The scaled responses for some other items are not quantified, rather they range along a qualitative dimension.

An example of an item which utilizes qualitative responses is:

Most of a city patrolman's time on duty is spent

a. investigating crimes

b. testifying in court

c. on patrol

d. writing reports.

For purposes of analysis, the items have been categorized by content into 11 relatively homogeneous groups. Each of these item groupings is discussed separately below for the total applicant group response and in terms of pass and fail group differences.

Attitude Toward Negroes. The first item in this cluster concerns the homicide rate for Negroes. The total group tends to view this rate as relatively low. The response of the pass applicants is not significantly different from that of those who failed. The total group also tends to assign a low percent as the portion of total Negro population which is active in militant Negro organizations. However, the failed applicants to a significant extent view Negroes as being more militant than do those who pass the examination. While the total group indicates generally that Negro life expectancy is similar to that of whites, a significantly greater proportion of pass candidates (approximately 10%) view a Negro's life expectancy as being 7 to 10 years lower than that of whites.

Attitude Toward "Hippies." Of the three items which deal with the applicant's attitude toward members of this minority segment of the population, only one produces a significant difference in response between the pass and fail candidates. This item relates to the percent of students in the United States who belong to the Hippie movement. The total group's response places this

as relatively high; the fail group's pattern is similar to that of the total group. The pass applicants, however, do not see the Hippie movement representation to the degree the fail group does.

The average applicant tends to consider the number of violent campus disorders which were caused by Hippie students to be relatively high and the incidence of malnutrition among Hippie students as relatively low. For both these items, there is no significant difference in the responses of the pass and fail groups.

Attitude towards Spanish-Americans. All three items in this cluster differentiate pass from fail candidates. The total group sees the percentage of Spanish-Americans in the total population of the United States as being relatively low. However, the fail applicants to a significantly greater degree attribute a higher percentage to the Spanish-American population.

The majority of the total group of applicants believe that the average IQ of Spanish-Americans in the United States is less than 100. Nevertheless, a significantly greater proportion of the pass group gives the Spanish-American population a higher IQ rating than does the fail group. Although the total group attributes a generally low homicide rate to the Spanish-American population, a significantly greater proportion of the fail candidates see this rate as higher than does the pass group.

Arrest and Search Procedures. The three items in this group differentiate significantly between responses of the pass and fail groups. In reply to the item "When can a patrolman stop and search a person?" a greater proportion of the pass group selects the response "When the patrolman has reasonable grounds to believe the person has committed a crime." In contradistinction, the fail candidates prefer the responses "When the person acts suspiciously" and "When the patrolman has a search warrant."

A significantly greater proportion of the pass group believes that an arrested suspect may be questioned "only after he has been advised of his rights" while proportionately more of the fail applicants believe that a suspect may be questioned "at any time" or "only in the presence of his lawyer."

In reply to the item "What does a patrolman do when he perceives that a law has been violated?", "must make an arrest only when there are witnesses to the incident" is selected by a greater proportion of the fail candidates and a lesser proportion of the pass candidates than would be expected by chance.

General Aspects of the Policeman's Job. Eleven items can be classified as fitting within this category. Ten indicate a statistically significant difference between the responses of the pass and the fail applicants. While the majority of both groups believe that most of a patrolman's time on duty is spent on patrol, a significantly greater proportion of fail applicants allot more of a patrolman's time to investigating crimes and to testifying in court. This attitude is confirmed in the responses to the item which asks "What percent of a patrolman's time is spent on activities other than criminal investigation?" The fail candidates allot 50% or less as the time spent on noncriminal investigation while the preponderance of the pass candidates see noncriminal investigation as consuming more than 70% of a patrolman's time. This disparity between the pass and fail groups in their view of the policeman's job is also evidenced in the responses to the item which asks the applicant to select the statement which best describes the day-to-day life of a patrolman. The pass applicants prefer "while there is a certain amount of daily routine, the job is different every day." The fail candidates, on the other hand, are almost equally divided between this statement and "a patrolman never knows what will happen to him from one day to the next."

Both the pass and fail groups feel that most successful police work is carried out by "teams of patrolmen, detectives, and other municipal officers," but to a significantly greater extent the fail group also believes that successful police work is conducted by "pairs of policemen."

It appears to be rather paradoxical that the fail group which assigns less of a policeman's time to activities other than criminal investigation should indicate, to a significantly greater extent than does the pass group, that 40% or more of the patrolman's working time is spent on paper work.

Generally, the pass candidates see the policeman's job as being more routine than do the fail candidates. Possibly in keeping with this attitude, a significantly greater proportion of the pass group views the performance of tasks such as putting out kitchen fires or locating lost children as "an important and necessary part of police work." The fail group tends toward viewing these kinds of activities, although important, as not really part of police work and as using up valuable time that should be devoted to law enforcement.

The majority of the total group of applicants believes that at the time of appointment, most policemen have completed the 12th grade. This belief, however, is somewhat proportionately greater among the pass candidates than among those who failed.

Of the entire group of applicants, approximately 73% believe that the average policeman works 44 or fewer hours a week. Those who pass the examination indicate to a significantly greater extent that the average policeman works 44 hours a week while a significantly larger proportion of the fail group states that the average policeman works 60 hours a week. The fail group displays a tendency to believe that the average patrolman in New Jersey is promoted to sergeant after a fewer number of years on the force than does the pass group.

The pass and fail groups are not dissimilar in their characterization of the average policeman as being most nearly that of a school teacher. However, the pass candidates to a significantly greater degree believe that a greater percent of policemen in New Jersey find it necessary to supplement their incomes by "moonlighting."

"Failure" on the Job. Three items are concerned with various aspects relating to individuals' leaving the police service. All three discriminate between the pass and fail groups. A significantly greater proportion of the pass candidates indicate that they believe a larger percent of men fail the course at a police training academy after passing the civil service examination. The pass group also, to a significantly greater extent, believes that a larger percent of patrolmen have left their departments for other types of work. However, a proportionately larger percent of the fail group believes that a greater average percent of policemen are dismissed from their departments each year.

Police Effectiveness and Public Image. Of the three items which comprise this cluster, two make a statistically significant differentiation between pass and fail candidates.

The most discriminating item in this cluster asks for the applicant's opinion regarding the effectiveness of a uniformed patrolman being assigned to trains during the late night hours by the N. Y. Transit Authority. A significantly greater proportion of the pass candidates indicate their belief that as a result of this action crimes decreased by a larger percent than that indicated by the fail applicants. The majority of the total group of applicants believes that 75% or more of the public feels that the police are doing a good job. There is not a significant difference between the pass and fail candidates in the distribution of their responses to this item. However,

for the item which asks the applicant's opinion concerning the degree of respect with which a patrolman is regarded in most cities, the fail applicants tend somewhat more to select the options which are more favorable, i.e., "clergyman" and "store owner." The pass candidates to a slightly greater degree select the options "factory worker" and "numbers runner."

Danger, Injury and Mortaility. Of the nine items which are categorized within this cluster, four do not differentiate between the pass and fail groups. These relate to insurance rates for policemen, job connected injuries, use of guns in the line of duty, and police mortaility.

Consonant with attitudes expressed in other items, the fail group, to a significantly greater degree than the pass group, feels that most radio communications to an officer on patrol are reports of crimes in progress. This would indicate that the fail applicant, in comparison with the one who passes, feels that the job of a policeman is dangerous. However, in the nature of its response to the item "How many policemen in New Jersey received gunshot wounds in 1968?" the pass group expresses a greater awareness of danger than does the fail group.

Three items deal specifically with the applicant's attitude toward the incidence of injuries among policemen. Of these, the pass applicants tend to ascribe a greater degree of incidence of injuries than do the fail candidates.

Discretion. Two items deal with the topic of the patrolman's following orders or rules. One (Item 6) does not discriminate significantly between the pass and fail group. The other (Item 34) does make a significant differentiation between the groups in terms of their responses. In reply to the question "Which one of the following best describes the way in which policemen operate?" the majority of both groups select the response "A patrolman occasionally finds himself in situations which requires him to use discretion." However, the pass group selects this response to a significantly

greater degree than does the fail group. The latter gives the response "While some things might not be in the rule book, the patrolman is in constant communication with headquarters" to a proportionately greater extent.

Arrests. Three items were designed to elicit the applicant's attitude toward the patrolman's job in communities of varying size, by asking for the approximate number of arrests made by a patrolman in cities of 200,000, 100,000, and 25,000. The latter item does not discriminate significantly between the two groups. Although the two other items do discriminate between the pass and fail groups, there is no clear trend of response. In both cases for the community of 200,000 and of 100,000 the fail applicants tend to a greater degree to select the responses at either extreme.

Homicide. Both items in this category differentiate significantly between the responses of the pass and fail candidates. In reply to the item "About what percent of all persons arrested are charged with homicide?" the pass group prefers "less than 1" while the fail group selects "2" to a significantly greater degree. The group of fail candidates is more prone to select the responses "one every half hour" or "one every minute," responding to the item "The homicide rate in the United States in 1968 was approximately." On the other hand, the pass group selects to a proportionately greater degree the response "one every hour."

Summary of Police Knowledge Test Findings

Although the pass applicants generally display a more liberal attitude toward members of three minority groups, the clearest distinction is in relation to Spanish-Americans. The pass group ascribes a higher average IQ and a lower homicide rate to this minority segment than do those who fail.

This more liberal attitude and concern for the rights of others is also expressed in the pass group's response to the circumstances under which a policeman may stop and search an individual or question an arrested suspect.

The pass candidate has a fairly realistic view of the job of patrolman, as compared with that expressed by the fail candidates. This attitude relates to the amount of time a policeman spends on patrol, the length of his working day, the proportion of time spent on activities other than criminal investigation, a description of the day-to-day job of patrolman, and attitude toward various service functions performed by policemen.

While the fail candidates indicate that most if not all things which a patrolman does is specified in the rule book, the pass applicants are more aware that a patrolman occasionally finds himself in situations which require him to use his discretion. In addition, the pass candidate views successful police work as being carried out by teams rather than by pairs or by individual policemen. He seems to be more aware that it takes many years for the average patrolman to rise to the rank of sergeant. To a far greater extent than the fail applicant, the successful candidate believes that policemen in New Jersey find it necessary to supplement their incomes by "moonlighting."

Although pass applicants generally believe that more men leave the force for other work and that a greater percent of those who pass the civil service examination fail the police academy course, the fail applicants believe that a greater percent of policemen are dismissed from their jobs each year.

Some of the findings are paradoxical. Although pass applicants consider most radio communications which an officer on patrol receives are routine procedural calls, they express the feeling that assaults accounted for a large percent of the total injuries to policemen in 1968 and that many policemen

in New Jersey received gunshot wounds in the course of duty. Along with this, we must consider that the pass applicants generally consider the homicide rate to be lower than that expressed by those who fail.

The findings of the Police Knowledge Test generally portray the pass applicant as being an individual who is quite aware of the dangerous aspects of the policeman's job but yet does not stress these when characterizing police work. He is more sensitive to the rights of the individual and expresses a more positive attitude toward various minority group members.

Police Opinion Questionnaire

The items of the Police Opinion Questionnaire are presented in three separate sections. The first is intended to elicit the applicant's opinion concerning the degree of danger related to each of 20 radio assignments to which a policeman in a patrol car might have to respond. The second section is concerned with 17 jobs or services which policemen might have to perform but which are not "in the book." For each service function, the applicant is requested to indicate on a 4-point scale his feelings about being asked to perform that job. The scale ranges from "it uses up valuable time that should be devoted to law enforcement" to "it's an important and necessary part of police work," with two additional statements describing a relatively neutral position on the scale. For purposes of analysis, these latter two responses have been combined. In the third section of the Opinion Questionnaire, the applicant is asked to indicate the maximum sentence prescribed by law which he would assign to each of 24 offenses.

Assignment Danger. For five of the assignments, pass and fail group applicants are in general agreement as to the degree of danger involved.

These assignments are murder (certain and extreme danger), burglar alarm sounding (moderate to high danger), robbery in progress (moderate to high danger), assault with a deadly weapon (high to certain and extreme danger), an insane person (high danger).

Seven of the remaining fifteen assignments differentiate between the pass and fail groups' responses at a very high level of statistical significance (P=.001). For two of these assignments, "family disturbance" and "a suspicious person," the fail group tends to see less of an element of danger involved than does the pass group. Four of the assignments, "firearms discharged," "attempted suicide," "rape victim," and "animal bite victim" are considered more dangerous by the fail than by the pass applicants. For the assignment "drunk driver," the fail applicants give a significantly higher proportion of responses to the categories at the ends of the scale.

Five items differentiate between the groups at a high level of statistical significance (P=.01). For four of these ("indecent exposure," "a man down," "disturbance with teenagers," and "malicious mischief") the fail applicants indicate a significantly higher proportion of responses at the "greater danger" end of the scale than do the pass applicants. For the item "officer needs help," the pass group gives a proportionately greater number of responses at the "more dangerous" end of the scale.

The three remaining items discriminate between the two groups but at a lower level of significance (P=<.05). For "burglary in progress," the pass group sees more danger involved than does the fail. For the two relatively innocuous assignments, "reckless driving," and "meet a citizen," the fail group sees a greater degree of danger involved.

Service Functions. Five of these items do not discriminate significantly between the pass and fail groups. The total group rates "fix sump pump" and "escort people to public functions" at the lower, i.e., less important end of the scale; "arbitrate domestic disputes" and "aid injured animals" are rated generally in the middle of the scale; "watch polls on election days" is rated toward the higher, i.e., more important end of the scale.

Six items differentiate very significantly between the two groups (P=.001): "administer first aid," "open locked doors," "assist stranded motorists," "direct and control traffic," "check homes of vacationing citizens" and "put out household small fires." The fail group sees these as less important than does the pass group.

The fail group also views "give directions to motorists" as a more important function than does the pass group. However, for the other four items which differentiate between the groups at a high level of significance (P=.01), a greater proportion of the pass group considers "deliver babies," "take lost children home," "escort money to the bank," and "guard valuable property" as important functions than do the fail applicants.

One item less significant statistically (P=.05) than the others but nevertheless discriminating between the pass and fail groups is "operate animal shelters." The fail candidates view this as a more important function than do the pass.

Sentences for Offenses. For half the items in this section of the questionnaire, there is no statistically significant difference between the responses of the pass and fail groups. In order of increasing severity of sentence ascribed by the total group, these offenses are disorderly conduct,

drunken driving, indecent exposure, prostitution, sale of pornographic material, unlawful possession of firearms, sodomy, gambling, auto theft, corrupting morals of a minor, breaking and entering, and assault and battery on a policeman. The range of sentences assigned to these offenses is from two months or less to two year to five years.

Seven of the twelve items which do discriminate are very highly significant (P=.001). For the offenses "loitering," and "adultery," the fail group tends to assign a more severe sentence than does the pass group. For the offenses "rape," "assault with a deadly weapon," "larceny," "treason," and"inciting to riot" the pass group assigns the more severe sentence.

"Possession of narcotics" receives a significantly (P=.01) longer sentence from the fail group and "robbery" gets the longer sentence from the pass group.

At a less significant level (P=.02), the fail group gives "malicious mischief" a longer sentence than does the pass while the reverse is true for "illegal assembly" and, at a still lower level of significance (P=.05), the pass group gives a longer sentence to "murder" than does the fail.

Summary of Findings, Police Opinion Questionnaire

On the basis of the findings of the three sections of this test, the pass candidate may be portrayed as a more rational, reasonable and understanding individual than is the candidate who fails. The fail candidate tends to ascribe a higher degree of danger, than does the pass candidate, to assignments which are either relatively innocuous or which present a policeman with a situation not replete with personal danger. For example, "indecent exposure," "reckless driving," "a man down," "disturbance with teenagers," "attempted suicide," "rape victim," "drunk driver," "malicious mischief," and "animal bit victim" are rated significantly more dangerous by the fail

candidate than by the pass. In contradistinction, "family disturbance," "officer needs help," "burglary in progress," and a "suspicious person" are rated as being more dangerous by the pass applicants.

Of the 12 service functions which discriminate significantly between the pass and fail applicants' responses, only two are considered more important and necessary by the fail group. These are, "give directions to motorists" and "operate animal shelters." This section points out dramatically the difference in conception of the police job held by the pass and fail candidates.

The third section, which deals with the maximum sentence for various offenses, also points to an underlying difference in attitude between the pass and fail individuals. Of the seven offenses which discriminate the pass and fail respondents at a high level of statistical significance, the fail candidates assign the more severe sentence for two; adultery and loitering. Rape, assault with a deadly weapon, larceny, treason, and inciting to riot are assigned longer sentences by the pass group.

Discretionary Situations.

This instrument presents the applicant with a description of 11 situations some of which a patrolman might encounter while on duty and others which might occur off duty. The problems presented range from drunkenness, drunk driving and family quarrels to assault and juvenile misbehavior. For each situation, from three to five possible actions are suggested. The applicant is requested to indicate for each suggested action whether or not he would use it if he were in the situation presented.

Each situation has at least one, and sometimes two or three suggested actions, which receives a "yes" response from more than 50% of the total group. For four situations, the preferred (modal) response does not discriminate statistically between the pass and fail groups.

For six of the seven situations in which the preferred response does differentiate between the pass and fail applicants, the pass applicants give the higher proportion of "yes" replies, while the fail applicants give the higher proportion of "yes" responses in one case.

The less popular suggested actions (those which receive less than 50% "yes"), for each of the discretionary situations presented, either do not differentiate between the pass and fail groups or, when a statistically significant difference is obtained, the fail group in each instance gives the higher proportion of "yes" responses.

Summary. The responses to these 11 problem situations indicate that the pass candidates generally prefer solutions which are reasonable and not extreme. Without exception, those responses which are not modal and which discriminate significantly between the two groups are preferred more by the fail candidates than by those who pass.

Personality Inventory.

The Personality Inventory requires the applicant to reply either "true" or "false" to each of 200 statements which a person might use to describe his feelings, attitudes, and behavior. The instrument contains ten scales each consisting of 20 items. Within each scale, a "true" response to ten of the items indicates the presence of the personality trait being measured while a "false" response to the other ten items within the scale also indicates presence of the trait.

For example, "I am careful about the things I do because I want to have a long and healthy life" is scored as plus on the Harmavoidance scale if the response is "True." However, for the same scale, "I almost always accept a dare" is scored plus for a "False" response. An individual's total score on a scale is the number of items within the scale which are scored plus.

Therefore, the scores on each scale range from 0 to 20. Four of the scales ("social deviation," "hostility," "implusivity," and "panic reaction") do not yield a statistically significant difference between the pass and fail group means. Four other scales discriminate between the pass and fail groups at a very high level of significance (P=.001). These are "harmavoidance," "cynicism," "defensiveness," and "repression." Discriminating between the two groups at a lower level of significance are "sadism" (P=.01) and "nurturance" (P=.02).

The following paragraphs describe briefly the individual who achieves a high score on those scales which yield a significant difference.

Harmavoidance: Does not enjoy exciting activities, especially if danger is involved; avoids risk of bodily harm; seeks to maximize personal safety.

Cynicism: Believes that most people are unreliable and only concerned with their own interest; skeptical of the sincerity of people's motives; feels that others are usually dishonest.

Defensiveness: Has consciously or unconsciously attempted to present himself in an unrealistically favorable light; denies having many common but somewhat unfavorable traits, and affirms that he possesses many rare but very favorable traits.

Repression: Tends to repress thoughts of unpleasant childhood experiences. Professes to dislike noise, rowdiness and current events which might make him tense.

Sadism: Thoughts and ideas relating to pain, torture, war or accidents are not unpleasant. Is unsympathetic with misfortunes of others.

Nurturance: Gives sympathy and comfort; assists others whenever possible, interested in caring for children, the disabled, or the infirm, offers a "helping hand" to those in need; readily performs favors for others.

Summary. Although the findings from the Personality Inventory are more equivocal than those from the other instruments, they nevertheless help sharpen the image of the pass applicant as compared with the fail candidate. The pass candidate is less likely to avoid dangerous and harmful situations. He is more prone to believe in the basic goodness and honesty of others and is more likely to listen to other people's problems and offer them advice and assistance.

The fail candidate expresses to a greater extent a liking for or interest in situations which may bring harm to others. However, he is more likely to repress negative feelings he has toward others and to present himself, consciously or unconsciously, in an unrealistically favorable light.

Review of the Findings and Implications for Further Research

The data collected for this study and the analysis of the findings presented in the previous chapter enable us to identify along a number of dimensions those items of background history, attitudes, discretionary ability, and personality which differentiate the successful candidate who may go on to become a policeman from the one who fails the written examination.

The results described above have sketched on a very broad canvas an image of the successful candidate and his unsuccessful peer. It is the aim of this section to focus on those instruments and items that make the sharpest differentiation between pass and fail applicants.

We may differentiate the pass applicant from the one who fails on the basis of six items of background information. These are, education, unemployment history, father's occupation, size of present town, race and religion.

The attitudinal items which make the sharpest discrimination are concerned with the pass candidate's attitude toward the Spanish-American minority group, individual rights concerning search and arrest, and various aspects of the policeman's job which relate to working conditions and the services performed by the policeman for the public.

Opinion items which reveal the individual's attitudinal and personality composition show the pass applicant to be more aware of situations he may encounter which have potential for personal harm, to have a greater willingness to perform certain functions for the members of the community which he serves and to have a more realistic assessment of the degree of punishment which should be meted out for certain criminal offenses.

The successful candidate shows himself to be better able to employ reasonable solutions in a variety of situations he may encounter on the job and which call for discretion.

Although the actual difference in average (mean) performance between pass and fail candidates on four personality scales is only one point, the differentiation is made at a very high level of statistical significance. Therefore, the scales of repression, harmavoidance, cynicism and defensiveness may be used effectively in differentiating the successful from the unsuccessful applicant.

The items referred to in the foregoing paragraphs attest to the success of Phase I. Each of the instruments developed for this study has elicited some information which contributes to the development of a composite photograph of the successful civil service police applicant. However, if the instruments and the data which they elicit are to be applied to the recruitment and selection of policemen in the State of New Jersey, additional study is required.

This phase has identified a pool of items which differentiates successful from unsuccessful applicants. These items, in addition to their being related to success on the civil service examination, provide information which may be unrelated to performance on the examination. Without further study, we cannot say which of the items alone or in combination best predicts performance on the civil service examination. But we do have the potential here for defining a set of items which may be useful in the selection of police candidates and which might serve as able replacements for the civil service examination. If this latter were possible, many grievances which have been expressed against the civil service examination would no longer be applicable.

In addition to using this item pool for the selection of candidates, additional research would enable us to select not only successful candidates but those individuals who would have a good probability of becoming "effective" policemen. In order to accomplish this, however, it will be necessary to launch a program aimed at producing a useful definition of effectiveness.

The instruments used in this study can provide information concerning changes which take place in those individuals who are selected to attend police training academies. An appropriately designed study can identify those areas, examined by the instruments, which undergo change as a result of the applicant's exposure to a course of police training. Since a criterion measure of performance at the academy is available, we can relate performance on the instruments to this criterion measure and thereby produce a set of predictors of terminal performance at the academy. This study could well be a prelude to the study of police effectiveness described earlier.

Police Background Information Form

Tables 1-35

Table 1

Response percents for Fail, Pass and Total Group, Item 1

	Fail[a]	Pass	Total	χ^2	p[b]
Number of full-time Jobs					
None	6.8	5.6	6.3		
1	29.8	23.7	27.0		
2	30.9	33.0	31.9		
3	19.7	22.3	20.9		
4	10.3	10.7	10.5	9.9	n.s.[c]
5	1.6	3.3	2.4		
6	1.0	1.2	1.1		
7	0.0	0.0	0.0		
8	0.0	0.2	0.1		

[a]Column may not sum to 100.0, because of rounding.

[b]p = probability, i.e., level of significance.

[c]n.s. = not (statistically) significant, i.e., observed distributions could occur by chance more than 1 in 20 times.

Table 2

Response percents for Fail, Pass and Total Group, Item 2

	Fail	Pass	Total	χ^2	p
Highest grade completed					
8	0.5	0.0	0.3		
9	0.2	0.8	0.4		
10	5.6	3.3	4.6		
11	4.4	1.8	3.2		
12	77.9	71.1	74.8	56.4	.001
13	7.4	9.5	8.4		
14	2.7	7.2	4.8		
15	0.6	3.1	1.8		
16	0.2	3.3	1.6		
[a]Other	0.5	0.0	0.3		

[a]Other refers to coding errors or nonresponses.

Table 3

Response percents for Fail, Pass and Total Group, Item 3

Were you ever expelled or suspended from a school?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	16.8	16.3	16.6		
2	83.1	83.1	83.1	0.0	.05
Other	0.2	0.6	0.4		

Table 4

Response percents for Fail, Pass and Total Group, Item 4

How many months have you been unemployed in the last five years?

1. None (always employed or full-time student)
2. 1 or 2 months
3. 3 or 4 months
4. 5 or 6 months
5. More than 6 months

	Fail	Pass	Total	χ^2	p
Option					
1	60.4	66.4	63.1		
2	14.5	19.2	16.6		
3	7.4	6.6	7.0	26.7	.001
4	5.2	2.9	4.1		
5	11.4	4.3	8.2		
Other	1.1	0.6	0.9		

Table 5

Response percents for Fail, Pass and Total Group, Item 5

Have you served in the armed forces?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	59.4	68.9	63.7		
2	39.1	30.5	35.2	9.9	.01
Other	1.5	0.6	1.1		

Table 6

Response percents for Fail, Pass and Total Group, Item 5a

How long did you serve in the armed forces?

	Fail	Pass	Total	χ^2	p
Years in service					
1	5.8	4.7	5.3		
2	18.7	14.6	16.8		
3	13.0	19.4	15.9		
4	13.0	19.0	15.8		
5	1.0	1.0	1.0		
6	2.6	3.7	3.1	19.8	n.s.
7	1.0	0.6	0.8		
8	1.0	1.6	1.2		
9	0.2	0.4	0.3		
10 or more	0.5	0.8	0.7		
[a]Other	43.2	34.4	39.2		

[a]Includes those with no military service

Table 7

Response percents for Fail, Pass and Total Group, Item 5c

Were you ever demoted in rank?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	7.1	10.7	8.7		
2	53.1	58.3	55.5	2.2	n.s.
Other	39.8	31.1	35.8		

Table 8

Response percents for Fail, Pass and Total Group, Item 5d

Were you ever court-martialed?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	2.7	4.7	3.6		
2	57.3	64.5	60.6	1.6	n.s.
Other	39.9	30.9	35.8		

Table 9

Response percents for Fail, Pass and Total Group, Item 6

What is your present marital status?

1. Single
2. Married
3. Divorced, separated, widowed

	Fail	Pass	Total	χ^2	p
Option					
1	28.7	36.1	32.0		
2	65.5	60.4	63.2	8.5	.02
3	5.5	3.5	4.6		
Other	0.3	0.0	0.2		

Table 10

Response percents for Fail, Pass and Total Group, Item 6a

Have you been married more than once?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	2.9	3.3	3.1		
2	55.9	46.4	51.6	0.8	n.s.
Other	41.2	50.3	45.3		

Table 11

Response percents for Fail, Pass and Total Group, Item 7

How many persons (not including yourself) are dependent upon you for all or most of their support?

1. None
2. 1
3. 2 or 3
4. 4 or 5
5. More than 5

	Fail	Pass	Total	χ^2	p
Option					
1	25.4	35.2	29.8		
2	21.1	17.5	19.5		
3	37.7	35.2	36.5	15.0	.01
4	11.8	10.3	11.1		
5	3.2	1.6	2.5		
Other	0.8	0.4	0.6		

Table 12

Response percents for Fail, Pass and Total Group, Item 8

What is the largest amount of money (not including home mortgages and automobile loans) you have ever owed at one time to banks, individuals, or companies?

1. Less than $500
2. $500 to $999
3. $1,000 to $4,999
4. $5,000 or more

	Fail	Pass	Total	χ^2	p
Option					
1	41.9	44.1	42.9		
2	25.1	20.8	23.2		
3	28.3	30.9	29.5	3.7	n.s.
4	2.3	2.9	2.6		
Other	2.4	1.4	1.9		

Table 13

Response percents for Fail, Pass and Total Group, Item 9

During most of the time before you were 18, with whom did you live?

1. Both parents
2. One parent
3. Other

Option	Fail	Pass	Total	χ^2	p
1	79.4	83.5	81.3		
2	14.8	13.6	14.3	7.8	.02
3	5.5	2.3	4.1		
Other	0.3	0.6	.04		

Table 14

Response percents for Fail, Pass and Total Group, Item 10

With how many brothers and sisters did you grow up?

1. None
2. 1 to 3
3. 4 or more

Option	Fail	Pass	Total	χ^2	p
1	13.5	11.8	12.8		
2	55.1	64.5	59.3	11.5	.01
3	30.8	22.7	27.1		
Other	0.6	1.0	0.8		

Table 15

Response percents for Fail, Pass and Total Group, Item 11

With regard to your brothers and sisters, are you the:

1. Oldest
2. Youngest
3. Have no brothers or sisters
4. Other

	Fail	Pass	Total	χ^2	p
Option					
1	33.5	40.2	36.5		
2	28.5	24.7	26.8		
3	6.1	6.0	6.1		
4	28.3	25.6	27.1	5.8	n.s.
Other	3.5	3.5	3.5		

Table 16

Response percents for Fail, Pass and Total Group, Item 12

What was your father's chief occupation?

1. Unskilled or semi-skilled work (for example: bus driver, plumber's helper, farm laborer, etc.)
2. Service work (for example: porter, elevator operator, waiter, etc.)
3. Skilled work (for example: electrician, lathe operator, foreman, etc.)
4. Sales or office work
5. Policeman or fireman
6. Professional (for example: lawyer, teacher, etc.)
7. Owner of a business or farm
8. Business executive

Option	Fail	Pass	Total	χ^2	p
1	37.2	25.1	31.7		
2	4.2	2.9	3.6		
3	31.9	38.8	35.0		
4	5.5	7.2	6.3		
5	5.5	6.4	5.9		
6	1.9	4.3	3.0	28.9	.001
7	9.2	9.9	9.5		
8	2.1	4.1	3.0		
Other	2.6	1.4	2.0		

Table 17

Response percents for Fail, Pass and Total Group, Item 13

The place in which you spent the most time during your early life was a:

1. Farm
2. Town of less than 2,000 people
3. Town of 2,000 to 10,000 people
4. City of 10,000 to 100,000 people
5. City larger than 100,000 people

Option	Fail	Pass	Total	χ^2	p
1	8.1	2.1	5.4		
2	6.6	4.5	5.6		
3	25.4	27.2	26.2		
4	33.5	41.6	37.2	26.1	.001
5	25.8	24.3	25.1		
Other	0.6	0.4	0.5		

Table 18

Response percents for Fail, Pass and Total Group, Item 14

In how many different cities, towns, or townships have you lived?

1. Same one all my life
2. Two different ones
3. Three different ones
4. Four different ones
5. Five or more

Option	Fail	Pass	Total	χ^2	p
1	27.5	24.5	26.1		
2	41.9	37.3	39.8		
3	20.5	22.1	21.2	13.5	.01
4	5.6	8.0	6.7		
5	3.7	7.8	5.6		
Other	0.8	0.4	0.6		

Table 19

Response percents for Fail, Pass and Total Group, Item 15

How many residences have you had in the past five years?

1. One
2. Two
3. Three
4. Four
5. Five or more

Option	Fail	Pass	Total	χ^2	p
1	35.6	34.4	35.0		
2	42.0	43.5	42.7		
3	15.9	15.3	15.7		
4	3.4	3.7	3.5	1.5	n.s.
5	1.8	2.7	2.2		
Other	1.3	0.4	0.9		

Table 20

Response percents for Fail, Pass and Total Group, Item 16

How long have you lived at your present address:

1. 1 to 5 months
2. 6 to 12 months
3. 1 to 2 years
4. 2 to 3 years
5. More than 3 years

	Fail	Pass	Total	χ^2	p
Option					
1	12.1	8.4	10.4		
2	18.4	18.6	18.5		
3	17.4	16.3	16.9	5.3	n.s.
4	14.3	15.9	15.1		
5	37.2	40.6	38.7		
Other	0.6	0.2	0.4		

Table 21

Response percents for Fail, Pass and Total Group, Item 17

The place in which you live now is a:

1. Farm
2. Town of less than 2,000 people
3. Town of 2,000 to 10,000 people
4. City of 10,000 to 100,000 people
5. City larger than 100,000 people

Option	Fail	Pass	Total	χ^2	p
1	0.8	0.8	0.8		
2	3.5	4.1	3.8		
3	28.3	28.9	28.6	22.9	.001
4	42.0	52.4	46.7		
5	24.2	13.6	19.4		
Other	1.1	0.2	0.7		

Table 22

Response percents for Fail, Pass and Total Group, Item 18

Has your driver's license ever been revoked or suspended?

1. Yes
2. No
3. I have never held a driver's license

	Fail	Pass	Total	χ^2	p
Option					
1	20.5	18.8	19.7		
2	76.7	80.4	78.4	8.3	.02
3	1.9	0.2	1.1		
Other	1.0	0.6	0.8		

Table 23

Response percents for Fail, Pass and Total Group, Item 19

In the last five years, how many times have you been given a traffic ticket for a parking violation?

1. I have not driven a motor vehicle in the last five years
2. No tickets
3. 1 ticket
4. 2 or 3 tickets
5. 4 or 5 tickets
6. 6 or more tickets

Option	Fail	Pass	Total	χ^2	p
1	2.6	1.6	2.1		
2	34.1	42.7	38.0		
3	24.8	22.1	23.6		
4	26.6	23.5	25.2		
5	6.4	5.4	6.0	9.5	n.s.
6	4.4	3.7	4.1		
Other	1.1	1.0	1.1		

Table 24

Response percents for Fail, Pass and Total Group, Item 20

In the last five years, how many times have you been given a traffic ticket for a moving violation?

1. I have not driven a motor vehicle in the last five years
2. No tickets
3. 1 ticket
4. 2 or 3 tickets
5. 4 or 5 tickets
6. 6 or more tickets

Option	Fail	Pass	Total	χ^2	p
1	3.7	1.9	2.9		
2	50.2	48.4	49.4		
3	28.3	26.0	27.3		
4	14.5	20.4	17.2		
5	1.3	2.9	2.0	13.2	.02
6	0.3	0.2	0.3		
Other	1.6	0.2	1.0		

Table 25

Response percents for Fail, Pass and Total Group, Item 21

How many automobile accidents resulting in more than $50 total damage have you been involved in as one of the drivers (whether or not you were at fault)?

1. I do not drive an automobile
2. No accidents
3. One accident
4. Two accidents
5. Three accidents
6. Four or more accidents

Option	Fail	Pass	Total	χ^2	p
1	2.1	0.6	1.4		
2	39.8	33.0	36.7		
3	38.0	37.1	37.6		
4	13.2	20.4	16.5	20.0	.01
5	4.0	5.8	4.8		
6	1.9	2.9	2.4		
Other	1.0	0.2	0.6		

Table 26

Response percents for Fail, Pass and Total Group, Item 22

Have you ever been arrested?

1. No
2. Yes, once
3. Yes, more than once

	Fail	Pass	Total	χ^2	p
Option					
1	81.2	87.4	84.0		
2	11.9	8.7	10.5	5.1	n.s.
3	1.8	1.0	1.4		
Other	5.2	2.9	4.1		

Table 27

Response percents for Fail, Pass and Total Group, Item 23

What do you consider your state of health to be?

1. Fair
2. Good
3. Excellent

	Fail	Pass	Total	χ^2	p
Option					
1	1.1	0.8	1.0		
2	39.5	33.2	36.6	6.0	.05
3	58.0	65.6	61.4		
Other	1.5	0.4	1.0		

Table 28

Response percents for Fail, Pass and Total Group, Item 24

What do you consider your religious affiliation to be?

1. Catholic
2. Protestant
3. Jewish
4. Other
5. None

	Fail	Pass	Total	χ^2	p
Option					
1	56.5	64.5	60.1		
2	29.2	29.7	29.4		
3	1.3	1.4	1.3		
4	11.0	3.1	7.4	26.5	.001
5	1.0	1.2	1.1		
Other	1.1	0.2	0.7		

Table 29

Response percents for Fail, Pass and Total Group, Item 25

Whatever your religion, how strongly religious would you say you are?

1. Strongly religious
2. Moderately religious
3. Not religious

Option	Fail	Pass	Total	χ^2	p
1	7.9	5.2	6.7		
2	82.8	80.8	81.9	14.8	.001
3	7.3	13.8	10.2		
Other	2.1	0.2	1.2		

Table 30

Response percents for Fail, Pass and Total Group, Item 26

Is a language other than English often spoken in your home?

1. Yes
2. No

Option	Fail	Pass	Total	χ^2	p
1	15.3	9.5	12.7		
2	83.1	89.9	86.2	8.9	.01
Other	1.6	0.6	1.1		

Table 31

Response percents for Fail, Pass and Total Group, Item 27

What do you consider your nationality to be?

1. East European
2. Irish
3. Italian
4. American
5. Other

Option	Fail	Pass	Total	χ^2	p
1	3.4	3.1	3.3		
2	11.4	12.4	11.9		
3	12.4	13.8	13.0	0.8	n.s.
4	64.3	62.9	63.6		
5	6.9	6.8	6.9		
Other	1.6	1.0	1.3		

Table 32

Response percents for Fail, Pass and Total Group, Item 28

What do you consider your race to be?

1. White
2. Black
3. Other

	Fail	Pass	Total	χ^2	p
Option					
1	69.7	91.5	79.5		
2	16.0	2.8	10.1	53.5	.001
3	14.2	5.7	10.4		

Table 33

Response percents for Fail, Pass and Total Group, Item 29.

To how many clubs or civic or social organizations do you now belong? (For example, church, PTA, Lions--any group which has regular meetings and a definite membership.)

1. None
2. 1
3. 2 or 3
4. 4 to 6
5. 7 or more

Option	Fail	Pass	Total	χ^2	p
1	48.8	45.8	47.5		
2	28.8	27.6	28.3		
3	18.0	22.7	20.2		
4	2.3	3.5	2.8	8.6	n.s.
5	0.6	0.0	0.4		
Other	1.5	0.4	1.0		

Table 34

Response percents for Fail, Pass and Total Group, Item 30

Do you have any close friends or relatives who are or were police officers?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	81.0	85.2	82.9		
2	17.9	14.2	16.2	3.0	n.s.
Other	1.1	0.6	0.9		

Table 35

Response percents for Fail, Pass and Total Group, Item 31

Have you ever held a position related to police work, such as military police, security guard, auxiliary police, etc.?

1. Yes
2. No

	Fail	Pass	Total	χ^2	p
Option					
1	40.3	47.2	43.4		
2	58.0	52.2	55.4	4.7	.05
Other	1.8	0.6	1.2		

Police Knowledge Test

Tables 36-80

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Table 36

Response percents of Fail, Pass and Total Group for

Item 5 - Attitude Toward Negroes

The homicide rate (number of individuals killed per 100,000 population) for whites was 2.6 for the period 1949-1951. The homicide rate for Negroes during the same period was about

a. 10.0
b. 20.0
c. 30.0
d. 40.0

	Fail	Pass	Total	χ^2	p
Option					
a	57.4	60.4	58.8		
b	26.2	28.3	27.2		
c	10.8	8.5	9.7	4.9	n.s.
d	4.5	2.7	3.7		
Other	1.1	0.2	0.7		

Table 37

Response percents of Fail, Pass and Total Group for

Item 20 - Attitude Toward Negroes

The active members of militant Negro ogranizations represented about what percent of the total Negro population in 1967?

a. 5
b. 25
c. 50
d. 75

Option	Fail	Pass	Total	χ^2	p
a	56.9	76.5	65.9		
b	31.8	19.6	26.3	51.2	.001
c	7.6	2.1	5.1		
d	2.6	1.4	2.0		
Other	1.1	0.4	0.8		

Table 38

Response percents of Fail, Pass and Total Group for

Item 35 - Attitude Toward Negroes

Compared with life expectancy for whites, the life expectancy for Negroes is about

a. ten years lower
b. seven years lower
c. four years lower
d. the same

Option	Fail	Pass	Total	χ^2	p
a	14.6	18.5	16.4		
b	16.9	22.7	19.5	11.5	.01
c	17.7	18.3	18.0		
d	47.9	39.8	44.2		
Other	2.9	0.8	1.9		

Table 39

Response percents of Fail, Pass and Total Group for

Item 10 - Attitude Toward "Hippies"

In 1964 the percent of students in the U.S. belonging to the "hippie" movement was about 2%. By 1968, this percent had increased to

a. 20
b. 15
c. 10
d. 5

Option	Fail	Pass	Total	χ^2	p
a	42.8	34.4	39.0		
b	22.4	25.4	23.7	11.3	.01
c	21.4	22.1	21.7		
d	12.7	17.9	15.1		
Other	0.8	0.2	0.5		

Table 40

Response percents of Fail, Pass and Total Group for

Item 25 - Attitude Toward "Hippies"

In 1968 about how many violent campus disorders were caused by hippie students?

a. 50
b. 40
c. 30
d. 20

Option	Fail	Pass	Total	χ^2	p
a	34.2	33.7	34.0		
b	19.1	16.7	18.0		
c	23.0	27.5	25.0	3.3	n.s.
d	22.2	21.5	21.9		
Other	1.5	0.6	1.1		

Table 41

Response percents of Fail, Pass, and Total Group for

Item 40 - Attitude Toward "Hippies"

About what percent of hippie students suffer from malnutrition?

a. 4
b. 12
c. 20
d. 28

	Fail	Pass	Total	χ^2	p
Option					
a	39.4	42.3	40.7		
b	28.6	27.9	28.3	0.6	n.s.
c	18.3	18.1	18.2		
d	11.1	11.0	11.0		
Other	2.6	0.8	1.8		

Table 42

Response percents of Fail, Pass and Total Group for

Item 15 - Attitude Toward Spanish-Americans

In 1960, what percentage of the total population of the United States was Spanish-American?

a. 10
b. 30
c. 50
d. 70

	Fail	Pass	Total	χ^2	p
Option					
a	63.8	78.7	70.6		
b	27.7	19.2	23.8	36.1	.001
c	5.5	1.4	3.6		
d	1.9	0.4	1.2		
Other	1.1	0.4	0.8		

Table 43

Response percents of Fail, Pass and Total Group for

Item 30 - Attitude Toward Spanish-Americans

The average IQ score of Spanish-Americans in the United States, as measured by standardized intelligence tests, is approximately

a. 85
b. 95
c. 105
d. 115

Option	Fail	Pass	Total	χ^2	p
a	48.7	37.9	43.8		
b	33.4	42.3	37.5	17.1	.001
c	13.5	15.4	14.4		
d	2.3	4.0	3.1		
Other	2.1	0.4	1.3		

Table 44

Response percents of Fail, Pass and Total Group for

Item 45 - Attitude Toward Spanish-Americans

The homicide rate (number of individuals killed per 100,000 population) for whites was 2.6 for the period 1949 through 1951. The homicide rate for Spanish-Americans during the same period was about

a. 10.0
b. 20.0
c. 30.0
d. 40.0

Option	Fail	Pass	Total	χ^2	p
a	45.2	55.6	49.9		
b	28.5	27.1	27.9		
c	18.2	12.9	15.8	15.4	.01
d	5.6	3.1	4.5		
Other	2.6	1.4	2.0		

Table 45

Response percents of Fail, Pass and Total Group for

Item 12 - Arrest and Search Procedures

When can a patrolman stop and search a person?

a. at any time
b. when the person acts suspiciously
c. when the patrolman has reasonable grounds to believe the person has committed a crime
d. when the patrolman has a search warrant

Option	Fail	Pass	Total	χ^2	p
a	7.2	5.8	6.6		
b	14.6	8.1	11.7	32.6	.001
c	61.9	77.7	69.1		
d	15.1	8.3	12.0		
Other	1.1	0.2	0.7		

Table 46

Response percents of Fail, Pass and Total Group for

Item 19 - Arrest and Search Procedures

Under what circumstances should an arrested suspect be questioned?

a. at any time
b. only after he has been advised of his rights
c. only in the presence of his lawyer
d. only in court

Option	Fail	Pass	Total	χ^2	p
a	8.7	2.5	5.9		
b	86.2	96.0	90.6	33.1	.001
c	3.2	1.0	2.2		
d	1.5	0.2	0.9		
Other	0.5	0.4	0.4		

Table 47

Response percents of Fail, Pass and Total Group for

Item 26 - Arrest and Search Procedures

What does a patrolman do when he perceives that a law has been violated?

a. make an arrest if he is able
b. must make an arrest only when there are witnesses to the incident
c. decide if the offense is severe enough to require an arrest

	Fail	Pass	Total	χ^2	p
Option					
a	29.4	31.5	30.4		
b	6.9	3.5	5.3	11.5	.01
c	58.5	62.9	60.5		
Other	5.2	2.1	3.8		

Table 48

Response percents of Fail, Pass and Total Group for

Item 4 - General Aspects of the Policeman's Job

Most of the city patrolman's time on duty is spent

a. investigating crimes
b. testifying in court
c. on patrol
d. writing reports

	Fail	Pass	Total	χ^2	p
Option					
a	3.9	1.4	2.7		
b	2.6	0.6	1.7		
c	87.9	92.1	89.8	14.2	.01
d	4.8	5.6	5.2		
Other	0.8	0.4	0.6		

Table 49

Response percents of Fail, Pass and Total Group for

Item 11 - General Aspects of the Policeman's Job

What percent of a patrolman's time is spent on activities other than criminal investigation?

a. 30
b. 50
c. 70
d. 90

Option	Fail	Pass	Total	χ^2	p
a	34.4	18.1	27.0		
b	18.8	15.0	17.1	52.4	.001
c	28.3	38.7	33.0		
d	17.7	27.7	22.2		
Other	0.8	0.6	0.7		

Table 50

Response percents of Fail, Pass and Total Group for

Item 13 - General Aspects of the Policeman's Job

As a general rule, most successful police work is carried out by

a. individual policemen, acting alone
b. pairs of policemen
c. teams of patrolmen, detectives, and other municipal officers

	Fail	Pass	Total	χ^2	p
Option					
a	5.5	4.4	5.0		
b	24.8	17.7	21.5	12.2	.01
c	64.2	74.2	68.7		
Other	5.6	3.6	4.7		

Table 51

Response percents of Fail, Pass and Total Group for

Item 21 - General Aspects of the Policeman's Job

Which of the following statements best describes the day-to-day life of a patrolman?

a. The job is pretty much the same every day.
b. There are some minor variations in routine but basically the job is predictable.
c. While there is a certain amount of daily routine, the job is different every day.
d. A patrolman never knows what will happen to him from one day to the next.

Option	Fail	Pass	Total	χ^2	p
a	1.8	0.4	1.1		
b	7.7	5.6	6.7		
c	44.4	63.7	53.2	43.7	.001
d	45.5	30.2	38.5		
Other	0.6	0.2	0.4		

Table 52

Response percents of Fail, Pass and Total Group for

Item 23 - General Aspects of the Policeman's Job

The average patrolman in New Jersey is promoted to sergeant after how many years on the force?

a. 2
b. 5
c. 8
d. 11

Option	Fail	Pass	Total	χ^2	p
a	4.2	1.7	3.1		
b	42.4	29.2	36.4	33.8	.001
c	34.2	48.5	40.7		
d	17.7	19.8	18.7		
Other	1.5	0.8	1.1		

Table 53

Response percents of Fail, Pass and Total Group for

Item 27 - General Aspects of the Policeman's Job

About how many hours a week does the average policeman work?

a. 36
b. 44
c. 52
d. 60

Option	Fail	Pass	Total	χ^2	p
a	11.7	10.6	11.2		
b	60.6	63.7	62.0		
c	19.6	22.9	21.1	13.4	.01
d	6.9	2.5	4.9		
Other	1.1	0.4	0.8		

Table 54

Response percents of Fail, Pass and Total Group for

Item 29 - General Aspects of the Policeman's Job

What percent of policemen in New Jersey find it necessary to supplement their incomes by "moonlighting"?

a. 10
b. 25
c. 40
d. 65

Option	Fail	Pass	Total	χ^2	p
a	28.6	16.9	23.3		
b	25.4	25.2	25.3		
c	24.9	26.0	25.4	33.7	.001
d	19.3	31.5	24.9		
Other	1.8	0.4	1.1		

Table 55

Response percents of Fail, Pass and Total Group for

Item 36 - General Aspects of the Policeman's Job

At the time of their appointment, most policemen have completed how much education?

a. 10th grade
b. 12th grade
c. 2 years of college
d. 4 years of college

Option	Fail	Pass	Total	χ^2	p
a	6.6	5.0	5.9		
b	84.2	90.0	86.9	7.8	.05
c	5.6	4.0	4.9		
d	0.8	0.0	0.4		
Other	2.7	1.0	1.9		

Table 56

Response percents of Fail, Pass and Total Group for

Item 38 - General Aspects of the Policeman's Job

The percentage of working time spent on paperwork by the average patrolman is approximately

a. 20
b. 40
c. 60
d. 80

Option	Fail	Pass	Total	χ^2	p
a	47.6	61.4	53.9		
b	35.2	28.1	32.0		
c	11.7	8.5	10.3	19.2	.001
d	2.3	1.2	1.8		
Other	3.2	1.0	2.2		

Table 57

Response percents of Fail, Pass and Total Group for

Item 41 - General Aspects of the Policeman's Job

The income of the average policeman is most nearly equal to that of a

a. school teacher
b. computer programmer
c. truck driver
d. sanitation worker

Option	Fail	Pass	Total	χ^2	p
a	56.9	60.4	58.5		
b	9.7	6.5	8.2	6.2	n.s.
c	13.8	11.7	12.9		
d	17.4	20.4	18.7		
Other	2.3	1.0	1.7		

Table 58

Response percents of Fail, Pass and Total Group for

Item 44 - General Aspects of the policeman's Job

Frequently, policemen are called on to perform such tasks as putting out kitchen fires or locating lost children. Which of the following statements best describes your opinion about such jobs?

a. They use up valuable time that should be devoted to law enforcement.
b. They serve an important public relations function, but are not really part of police work.
c. They are jobs that have to be done, and police are as well equipped as anybody to do them.
d. They are an important and necessary part of police work.

Option	Fail	Pass	Total	χ^2	p
a	3.2	2.3	2.8		
b	18.7	13.3	16.2	20.0	.001
c	34.9	29.4	32.4		
d	40.4	54.2	46.7		
Other	2.9	0.8	1.9		

Table 59

Response percents of Fail, Pass and Total Group for

Item 3 - "Failure" on the Job

Over the past ten years in New Jersey, an average of what percent of patrolmen have left their departments each year for other types of work?

a. 5
b. 10
c. 15
d. 20

Option	Fail	Pass	Total	χ^2	p
a	42.6	38.3	40.6		
b	32.5	26.9	30.0	15.0	.01
c	15.0	21.2	17.8		
d	9.0	13.3	11.0		
Other	1.0	0.4	0.7		

Table 60

Response percents of Fail, Pass and Total Group for

Item 9 - "Failure" on the Job

Approximately what percent of men fail the course at a Police Training Commission Academy after passing the Civil Service Exam?

a. 2
b. 5
c. 10
d. 15

Option	Fail	Pass	Total	χ^2	p
a	41.5	42.1	41.8		
b	30.9	26.5	28.9	4.9	n.s.
c	16.7	21.2	18.7		
d	10.0	9.6	9.8		
Other	1.0	0.6	0.8		

Table 61

Response percents of Fail, Pass and Total Group for

Item 17 - "Failure" on the Job

In New Jersey, the average percent of policemen dismissed from their departments each year is

a. 2
b. 5
c. 8
d. 11

Option	Fail	Pass	Total	χ^2	p
a	71.7	80.8	75.8		
b	20.7	15.6	18.4		
c	5.0	2.3	3.8	12.7	.01
d	1.5	1.2	1.3		
Other	1.1	0.2	0.7		

Table 62

Response percents of Fail, Pass and Total Group for

Item 24 - Police Effectiveness, and Public Image

According to public opinion polls, what percent of the public feels that the police are doing a good job?

a. 90
b. 75
c. 60
d. 45

Option	Fail	Pass	Total	χ^2	p
a	23.0	26.0	24.3		
b	37.9	42.3	39.9		
c	25.1	21.9	23.6	5.7	n.s.
d	12.5	9.6	11.2		
Other	1.5	0.2	0.9		

Table 63

Response percents of Fail, Pass and Total Group for

Item 31 - Police Effectiveness, and Public Image

In 1966, the New York Transit Authority assigned uniformed patrolmen to every train during the late night hours. As a result of this action, crimes decreased by

a. 10 percent
b. 25 percent
c. 45 percent
d. 60 percent

Option	Fail	Pass	Total	χ^2	p
a	9.2	6.5	8.0		
b	30.7	26.5	28.8	11.0	.02
c	32.6	32.7	32.7		
d	25.2	33.7	29.1		
Other	2.3	0.6	1.5		

Table 64

Response percents of Fail, Pass and Total Group for

Item 32 - Police Effectiveness, and Public Image

In most cities, a patrolman is regarded with about the same respect as is a

a. clergyman
b. storeowner
c. factory worker
d. numbers runner

	Fail	Pass	Total	χ^2	p
Option					
a	45.2	37.9	41.9		
b	22.5	26.2	24.2		
c	24.1	29.8	26.7	8.8	.05
d	6.6	5.8	6.2		
Other	1.6	0.4	1.1		

Table 65

Response percents of Fail, Pass and Total Group for

Item 2 - Danger, Injury and Mortality

Compared with the general public, life insurance rates for policemen are

a. 100% higher
b. 50% higher
c. 10% higher
d. the same

	Fail	Pass	Total	χ^2	p
Option					
a	9.3	7.1	8.3		
b	26.5	22.7	24.8	7.9	n.s.
c	28.1	26.7	27.5		
d	35.4	43.1	38.9		
Other	0.6	0.4	0.5		

Table 66

Response percents of Fail, Pass and Total Group for

Item 8 - Danger, Injury and Mortality

Job-connected injuries are most frequent among

a. policemen
b. construction workers
c. firemen
d. utility repairmen

	Fail	Pass	Total	χ^2	p
Option					
a	7.4	6.5	7.0		
b	64.6	68.1	66.2	2.3	n.s.
c	20.6	17.5	19.2		
d	6.6	6.9	6.7		
Other	0.8	1.0	0.9		

Table 67

Response percents of Fail, Pass and Total Group for

Item 16 - Danger, Injury and Mortality

About what percent of patrolmen in the U.S. are injured each year in the course of duty?

a. less than 2
b. 2-5
c. 6-9
d. 10-15

Option	Fail	Pass	Total	χ^2	p
a	11.6	15.8	13.5		
b	40.8	44.6	42.6	8.4	.05
c	30.1	24.8	27.7		
d	16.9	14.6	15.9		
Other	0.6	0.2	0.4		

Table 68

Response percents of Fail, Pass and Total Group for

Item 18 - Danger, Injury and Mortality

Most radio communications to an officer on patrol are

a. routine procedural calls
b. stolen motor vehicle reports
c. reports of crimes in progress

	Fail	Pass	Total	χ^2	p
Option					
a	69.5	80.0	74.3		
b	8.7	5.2	7.1		
c	20.4	14.0	17.5	15.9	.01
Other	1.4	0.8	1.1		

Table 69

Response percents of Fail, Pass and Total Group for

Item 22 - Danger, Injury and Mortality

Assaults on police officers accounted for what percent of the total injuries to policemen in 1968?

a. 20
b. 40
c. 60
d. 80

Option	Fail	Pass	Total	χ^2	p
a	48.7	40.4	44.9		
b	31.7	32.7	32.1		
c	12.4	16.9	14.5	13.4	.01
d	6.1	9.8	7.8		
Other	1.1	0.2	0.7		

Table 70

Response percents of Fail, Pass and Total Group for

Item 28 - Danger, Injury and Mortality

In New Jersey in 1968, what percent of patrolmen had occasion to draw their guns in the line of duty?

a. 10
b. 20
c. 30
d. 40

Option	Fail	Pass	Total	χ^2	p
a	37.8	36.0	37.0		
b	31.2	29.2	30.3		
c	19.3	25.8	22.2	6.7	n.s.
d	10.5	8.9	9.7		
Other	1.3	0.2	0.8		

Table 71

Response percents of Fail, Pass and Total Group for

Item 33 - Danger, Injury and Mortality

In New Jersey in the past two years, how many patrolmen have been seriously injured at fires?

a. 5
b. 10
c. 15
d. 20

Option	Fail	Pass	Total	χ^2	p
a	50.5	42.9	47.0		
b	22.4	28.5	25.1	9.1	.05
c	16.2	17.3	16.7		
d	9.0	11.2	10.0		
Other	1.9	0.2	1.1		

Table 72

Response percents of Fail, Pass and Total Group for

Item 39 - Danger, Injury and Mortality

How many policemen were killed in the course of duty in New Jersey in 1968?

a. 1
b. 4
c. 7
d. 10

Option	Fail	Pass	Total	χ^2	p
a	11.4	11.7	11.6		
b	36.3	41.4	38.6	2.9	n.s.
c	29.9	30.2	30.0		
d	18.3	15.6	17.1		
Other	4.0	1.2	2.7		

Table 73

Response percents of Fail, Pass and Total Group for

Item 42 - Danger, Injury and Mortality

How many policemen in New Jersey received gunshot wounds in the course of duty in 1968?

a. 2
b. 5
c. 8
d. 11

Option	Fail	Pass	Total	χ^2	p
a	18.2	14.4	16.5		
b	32.5	22.1	27.8	32.3	.001
c	24.8	27.9	26.2		
d	21.2	34.4	27.2		
Other	3.4	1.2	2.4		

Table 74

Response percents of Fail, Pass and Total Group for

Item 6 - Discretion

Which of the following best describes the expectation of police behavior with respect to orders? Policemen are expected to

a. follow all orders without question
b. follow all orders without question in an emergency situation, but not normally
c. question orders when they do not seem to make sense
d. use their discretion at all times in interpreting orders

Option	Fail	Pass	Total	χ^2	p
a	32.3	37.3	34.6		
b	8.0	5.4	6.8	5.7	n.s.
c	27.7	25.0	26.4		
d	31.2	31.7	31.4		
Other	0.8	0.6	0.7		

Table 75

Response percents of Fail, Pass and Total Group for

Item 34 - Discretion

Which one of the following best describes the way in which policemen operate?

a. everything a patrolman does is specified in the rulebook
b. while some things might not be in the rulebook, the patrolman is in constant communication with headquarters
c. a patrolman occasionally finds himself in situations which require him to use discretion
d. things often happen too quickly for the patrolman to consult either the rulebook or headquarters

Option	Fail	Pass	Total	χ^2	p
a	4.8	0.8	3.0		
b	14.8	8.7	12.0		
c	56.8	67.3	61.6	29.7	.001
d	21.7	22.5	22.1		
Other	1.9	0.8	1.4		

Table 76

Response percents of Fail, Pass and Total Group for

Item 1 - Arrests

In 1968, the average patrolman in a New Jersey city of 200,000 made how many arrests?

a. 5
b. 17
c. 51
d. 73

Option	Fail	Pass	Total	χ^2	p
a	18.2	15.6	17.0		
b	37.1	39.2	38.1	9.8	.02
c	30.6	36.2	33.1		
d	13.2	8.5	11.0		
Other	1.0	0.6	0.8		

Table 77

Response percents of Fail, Pass and Total Group for

Item 7 - Arrests

Of the arrests made in a typical city of 100,000 in 1968, what proportion were made by foot patrolmen?

a. 90 percent
b. 80 percent
c. 70 percent
d. 60 percent

Option	Fail	Pass	Total	χ^2	p
a	7.7	4.4	6.2		
b	12.2	12.1	12.2		
c	24.6	32.5	28.2	11.8	.01
d	54.0	50.6	52.5		
Other	1.5	0.4	1.0		

Table 78

Response percents of Fail, Pass and Total Group for

Item 14 - Arrests

In 1968, the average patrolman in a typical New Jersey town of 25,000 made how many arrests?

a. 5
b. 17
c. 51
d. 75

Option	Fail	Pass	Total	χ^2	p
a	36.5	42.7	39.3		
b	41.5	40.8	41.2	6.3	n.s.
c	15.6	12.3	14.1		
d	5.3	3.9	4.6		
Other	1.1	0.4	0.8		

Table 79

Response percents of Fail, Pass and Total Group for

Item 37 - Homicide

About what percent of all persons arrested are charged with homicide?

a. less than 1
b. 2
c. 4
d. 8

Option	Fail	Pass	Total	χ^2	p
a	34.7	45.8	39.8		
b	36.8	29.2	33.4		
c	19.0	17.9	18.5	13.6	.01
d	6.4	6.2	6.3		
Other	3.1	1.0	2.1		

Table 80

Response percents of Fail, Pass and Total Group for

Item 43 - Homicide

The homicide rate in the U.S. in 1968 was approximately

a. one every minute
b. one every half hour
c. one every hour
d. one every two hours

Option	Fail	Pass	Total	χ^2	p
a	12.7	8.3	10.7		
b	22.0	17.3	19.9		
				19.1	.001
c	25.4	36.2	30.3		
d	36.7	36.7	36.7		
Other	3.2	1.5	2.5		

Police Opinion Questionnaire

Tables 81-141

	Tables
Assignment Danger	81-100
Service Functions	101-117
Sentences for Offenses	118-141

The Key shown in Table 81 applies to Tables 81-100.
The Key shown in Table 101 applies to Tables 101-117.
The Key shown in Table 118 applies to Tables 118-141.

Table 81

Response percents of Fail, Pass and Total Group for Item 1 - Assignment Danger

Danger Key:

1. No Danger
2. Slight Danger
3. Moderate Danger
4. High Danger
5. Certain and Extreme Danger

Murder	Fail	Pass	Total	χ^2	p
1	2.1	1.0	1.6		
2	5.0	4.2	4.6		
3	6.6	8.7	7.5	5.6	n.s.
4	25.7	27.9	26.7		
5	58.5	57.3	58.0		
Other	2.1	1.0	1.6		

Table 82

Response percents of Fail, Pass and Total Group for Item 2 - Assignment Danger

Indecent Exposure	Fail	Pass	Total	χ^2	p
1	33.6	39.8	36.4		
2	41.6	44.2	42.8		
3	16.6	12.7	14.8	15.6	.01
4	4.5	1.7	3.2		
5	1.3	0.4	0.9		
Other	2.4	1.2	1.8		

Table 83

Response percents of Fail, Pass and Total Group for Item 3 - Assignment Danger

Family Disturbance	Fail	Pass	Total	χ^2	p
1	13.8	6.7	10.6		
2	48.2	54.6	51.1		
3	27.2	26.7	27.0	20.2	.001
4	5.6	9.0	7.2		
5	0.8	1.0	0.9		
Other	4.3	1.9	3.2		

Table 84

Response percents of Fail, Pass and Total Group for Item 4 - Assignment Danger

Reckless Driving	Fail	Pass	Total	χ^2	p
1	9.0	8.1	8.6		
2	28.1	36.0	31.7		
3	29.4	31.5	30.4	11.2	.05
4	24.1	18.9	21.7		
5	5.0	3.5	4.3		
Other	4.3	2.1	3.3		

Table 85

Response percents of Fail, Pass and Total Group for Item 5 - Assignment Danger

Burglar Alarm Sounding	Fail	Pass	Total	χ^2	p
1	3.4	1.5	2.5		
2	12.9	10.6	11.8		
3	36.3	40.0	38.0	9.5	n.s.
4	33.4	38.3	35.6		
5	9.2	6.9	8.1		
Other	4.8	2.7	3.9		

Table 86

Response percents of Fail, Pass and Total Group for Item 6 - Assignment Danger

A Man Down	Fail	Pass	Total	χ^2	p
1	22.5	24.0	23.2		
2	31.5	38.1	34.5		
3	22.2	22.5	22.3	13.9	.01
4	15.3	10.2	13.0		
5	6.8	3.9	5.4		
Other	1.8	1.4	1.6		

Table 87

Response percents of Fail, Pass and Total Group for Item 7 - Assignment Danger

Disturbance With Teenagers	Fail	Pass	Total	χ^2	p
1	7.1	5.4	6.3		
2	40.0	51.5	45.3		
3	38.9	34.4	36.9	15.9	.01
4	9.3	6.0	7.8		
5	1.3	0.8	1.1		
Other	3.4	1.9	2.7		

Table 88

Response percents of Fail, Pass and Total Group for Item 8 - Assignment Danger

Firearms Discharged	Fail	Pass	Total	χ^2	p
1	2.6	0.6	1.7		
2	8.5	6.7	7.7		
3	14.6	19.6	16.9	20.5	.001
4	36.0	43.7	39.5		
5	35.7	28.7	32.5		
Other	2.6	0.8	1.8		

Table 89

Response percents of Fail, Pass and Total Group for Item 9 - Assignment Danger

Officer Needs Help	Fail	Pass	Total	χ^2	p
1	1.8	0.4	1.1		
2	6.4	3.3	5.0		
3	19.0	22.9	20.8	12.9	.01
4	36.7	36.2	36.4		
5	33.6	35.8	34.6		
Other	2.6	1.5	2.1		

Table 90

Response percents of Fail, Pass and Total Group for Item 10 - Assignment Danger

Attempted Suicide	Fail	Pass	Total	χ^2	p
1	7.6	12.1	9.6		
2	19.6	26.5	22.8		
3	25.2	29.2	27.1	35.7	.001
4	25.6	21.0	23.5		
5	19.3	9.2	14.7		
Other	2.7	1.9	2.4		

Table 91

Response percents of Fail, Pass and Total Group for Item 11 - Assignment Danger

Robbery In Progress	Fail	Pass	Total	χ^2	p
1	0.5	0.0	0.3		
2	2.3	1.4	1.8		
3	9.8	9.6	9.7	4.7	n.s.
4	39.7	39.6	39.7		
5	44.1	48.3	46.0		
Other	3.7	1.2	2.5		

Table 92

Response percents of Fail, Pass and Total Group for Item 12 - Assignment Danger

Assault With a Deadly Weapon	Fail	Pass	Total	χ^2	p
1	0.5	0.4	0.4		
2	1.6	1.2	1.4		
3	6.1	6.0	6.0		
4	31.5	33.3	32.3	0.7	n.s.
5	56.8	57.3	57.0		
Other	3.5	1.9	2.8		

Table 93

Response percents of Fail, Pass and Total Group for Item 13 - Assignment Danger

Rape Victim	Fail	Pass	Total	χ^2	p
1	19.1	32.9	25.4		
2	19.6	23.5	21.4		
3	22.5	21.4	22.0		
4	23.6	14.6	19.5	47.3	.001
5	12.4	6.0	9.5		
Other	2.7	1.7	2.3		

Table 94

Response percents of Fail, Pass and Total Group for Item 14 - Assignment Danger

Burglary In Progress	Fail	Pass	Total	χ^2	p
1	0.8	0.0	0.4		
2	5.6	3.7	4.7		
3	21.7	18.5	20.2	11.9	.02
4	38.9	46.7	42.5		
5	30.2	30.4	30.3		
Other	2.7	0.8	1.8		

Table 95

Response percents of Fail, Pass and Total Group for Item 15 - Assignment Danger

Drunk Driver	Fail	Pass	Total	χ^2	p
1	10.5	6.9	8.8		
2	30.4	39.6	34.6		
3	25.2	31.9	28.3	27.6	.001
4	22.2	15.4	19.1		
5	8.7	5.0	7.0		
Other	3.1	1.2	2.2		

Table 96

Response percents of Fail, Pass and Total Group for Item 16 - Assignment Danger

Insane Person	Fail	Pass	Total	χ^2	p
1	2.1	0.8	1.5		
2	12.5	11.5	12.1		
3	24.9	23.3	24.2	8.1	n.s.
4	31.5	39.2	35.0		
5	23.0	23.9	23.4		
Other	6.0	1.4	3.9		

Table 97

Response percents of Fail, Pass and Total Group for Item 17 - Assignment Danger

Malicious Mischief	Fail	Pass	Total	χ^2	p
1	25.4	27.9	26.5		
2	44.4	49.8	46.9		
3	22.0	19.8	21.0	17.8	.01
4	4.5	1.0	2.9		
5	0.5	0.0	0.3		
Other	3.2	1.5	2.5		

Table 98

Response percents of Fail, Pass and Total Group for Item 18 - Assignment Danger

Auspicious Person	Fail	Pass	Total	χ^2	p
1	14.8	7.5	11.5		
2	48.7	51.2	49.8		
3	25.9	34.0	29.6	20.9	.001
4	6.0	4.8	5.4		
5	1.0	0.6	0.8		
Other	3.7	1.9	2.9		

Table 99

Response percents of Fail, Pass and Total Group for Item 19 - Assignment Danger

Meet a Citizen	Fail	Pass	Total	χ^2	p
1	87.5	84.6	86.2		
2	8.0	13.3	10.4		
3	1.6	1.2	1.4	10.6	.05
4	0.3	0.0	0.2		
5	0.2	0.0	0.1		
Other	2.4	1.0	1.8		

Table 100

Response percents of Fail, Pass and Total Group for Item 20 - Assignment Danger

Animal Bite Victim	Fail	Pass	Total	χ^2	p
1	31.4	48.7	39.2		
2	39.7	36.0	38.0		
3	17.9	10.8	14.6	46.5	.001
4	7.6	2.5	5.3		
5	1.6	1.2	1.4		
Other	1.9	1.0	1.5		

Table 101

Response percents of Fail, Pass and Total Group for Item A - Service Functions

Opinion Key

1. It uses up valuable time that should be devoted to law enforcement.
2. It's a job that has to be done and police are as well equipped as anybody to do it, or it serves an important public relations function but is not really part of police work.
3. It's an important and necessary part of police work.

Arbitrate Domestic Disputes	Fail	Pass	Total	χ^2	p
1	15.9	18.1	16.9		
2	49.0	48.5	48.8		
				2.5	n.s.
3	27.5	31.9	29.5		
Other	7.6	1.5	4.8		

Table 102

Response percents of Fail, Pass and Total Group for Item B - Service Functions

Give Directions to Motorists	Fail	Pass	Total	χ^2	p
1	3.7	1.5	2.7		
2	59.7	71.0	64.8		
				13.1	.01
3	30.9	26.7	29.0		
Other	5.8	0.8	3.5		

Table 103

Response percents of Fail, Pass and Total Group for Item C - Service Functions

Deliver Babies	Fail	Pass	Total	χ^2	p
1	6.9	3.3	5.3		
2	68.5	69.2	68.8		
3	19.1	26.7	22.6	14.6	.01
Other	5.5	0.8	3.3		

Table 104

Response percents of Fail, Pass and Total Group for Item D - Service Functions

Administer First Aid	Fail	Pass	Total	χ^2	p
1	1.6	0.2	1.0		
2	41.8	31.9	37.3		
3	51.0	66.9	58.2	26.7	.001
Other	5.6	1.0	3.5		

Table 105

Response percents of Fail, Pass and Total Group for Item E - Service Functions

Take Lost Children Home	Fail	Pass	Total	χ^2	p
1	6.6	4.0	5.4		
2	51.9	49.6	50.9	9.8	.01
3	35.5	45.4	40.0		
Other	6.0	1.0	3.7		

Table 106

Response percents of Fail, Pass and Total Group for Item F - Service Functions

Open Locked Doors	Fail	Pass	Total	χ^2	p
1	37.8	31.9	35.1		
2	47.8	61.2	53.9	15.2	.001
3	8.8	5.8	7.4		
Other	5.6	1.2	3.6		

Table 107

Response percents of Fail, Pass and Total Group for Item G - Service Functions

Fix Sump Pumps	Fail	Pass	Total	χ^2	p
1	69.0	73.3	70.9		
2	24.6	25.0	24.8	1.0	n.s.
3	0.8	1.0	0.9		
Other	5.6	0.8	3.4		

Table 108

Response percents of Fail, Pass and Total Group for Item H - Service Functions

Watch Polls on Election Day	Fail	Pass	Total	χ^2	p
1	20.7	20.8	20.8		
2	36.8	36.7	36.8	1.0	n.s.
3	37.0	41.7	39.1		
Other	5.5	0.8	3.3		

Table 109

Response percents of Fail, Pass and Total Group for Item I - Service Functions

Operate Animal Shelters	Fail	Pass	Total	χ^2	p
1	62.9	70.6	66.4		
2	28.3	26.9	27.7	6.0	.05
3	2.9	1.5	2.3		
Other	6.0	1.0	3.7		

Table 110

Response percents of Fail, Pass and Total Group for Item J - Service Functions

Aid Injured Animals	Fail	Pass	Total	χ^2	p
1	28.1	24.2	26.4		
2	56.8	66.2	61.0	5.2	n.s.
3	9.3	8.7	9.0		
Other	5.8	1.0	3.6		

Table 111

Response percents of Fail, Pass and Total Group for Item K - Service Functions

Assist Stranded Motorists	Fail	Pass	Total	χ^2	p
1	4.5	1.4	3.1		
2	53.4	49.4	51.6	22.6	.001
3	35.9	48.5	41.6		
Other	6.3	0.8	3.8		

Table 112

Response percents of Fail, Pass and Total Group for Item L - Service Functions

Direct and Control Traffic	Fail	Pass	Total	χ^2	p
1	1.6	0.8	1.2		
2	14.3	5.2	10.2	31.6	.001
3	78.0	93.3	84.9		
Other	6.1	0.8	3.7		

Table 113

Response percents of Fail, Pass and Total Group for Item M - Service Functions

Check Homes of Vacationing Citizens	Fail	Pass	Total	χ^2	p
1	9.7	2.7	6.5		
2	36.7	26.5	32.1	53.6	.001
3	47.9	69.8	57.9		
Other	5.8	1.0	3.6		

Table 114

Response percents of Fail, Pass and Total Group for Item N - Service Functions

Escort People to Public Functions	Fail	Pass	Total	χ^2	p
1	42.0	44.6	43.2		
2	45.2	48.5	46.7	1.0	n.s.
3	7.1	6.0	6.6		
Other	5.8	1.0	3.6		

Table 115

Response percents of Fail, Pass and Total Group for Item O - Service Functions

Escort Money to the Bank	Fail	Pass	Total	χ^2	p
1	5.3	2.7	4.1		
2	30.7	26.2	28.6	12.6	.01
3	58.8	70.0	63.9		
Other	5.1	1.2	3.3		

Table 116

Response percents of Fail, Pass and Total Group for Item P - Service Functions

Put Out Household Small Fires	Fail	Pass	Total	χ^2	p
1	6.8	4.0	5.5		
2	56.0	50.6	53.5	20.4	.001
3	31.2	44.4	37.2		
Other	6.1	1.0	3.8		

Table 117

Response percents of Fail, Pass and Total Group for Item Q - Service Functions

Guard Valuable Property	Fail	Pass	Total	χ^2	p
1	8.0	5.0	6.7		
2	22.2	18.9	20.7	11.0	.01
3	63.8	75.4	69.1		
Other	6.0	0.8	3.6		

Table 118

Response percents of Fail, Pass and Total Group for Item A - Sentences for Offenses

Maximum Sentences Key

1. No Punishment
2. Two Months or Less
3. Six Months to One Year
4. Two Years to Five Years
5. Ten Years to Twenty Years
6. Life Imprisonment
7. Death by Execution

Rape	Fail	Pass	Total	χ^2	p
1	.08	0.0	0.4		
2	1.6	0.2	1.0		
3	4.0	1.4	2.8		
4	19.0	16.2	17.7	24.4	.001
5	37.9	42.1	39.8		
6	27.8	29.2	28.5		
7	6.6	10.2	8.2		
Other	2.3	0.8	1.6		

Table 119

Response percents of Fail, Pass and Total Group for Item B - Sentences for Offenses

Murder	Fail	Pass	Total	χ^2	p
1	0.5	0.0	0.3		
2	0.2	0.0	0.1		
3	0.2	0.0	0.1		
4	0.3	0.0	0.2		
5	5.3	2.3	3.9	14.9	.05
6	45.2	44.2	44.8		
7	45.3	52.1	48.4		
Other	3.1	1.4	2.3		

Table 120

Response percents of Fail, Pass and Total Group for Item C - Sentences for Offenses

Prostitution	Fail	Pass	Total	χ^2	p
1	10.8	11.0	10.9		
2	20.3	26.4	23.0		
3	46.8	43.1	45.1		
4	16.4	17.1	16.7		
5	3.1	1.4	2.3	9.1	n.s.
6	0.5	0.6	0.5		
7	0.0	0.0	0.0		
Other	2.3	0.6	1.5		

Table 121

Response percents of Fail, Pass and Total Group for Item D - Sentences for Offenses

Assault With A Deadly Weapon	Fail	Pass	Total	χ^2	p
1	0.3	0.0	0.2		
2	1.3	0.4	0.9		
3	17.4	10.0	14.0		
4	49.8	52.5	51.1	23.7	.001
5	25.9	33.5	29.3		
6	2.9	3.1	3.0		
7	0.5	0.0	0.3		
Other	1.9	0.6	1.3		

Table 122

Response percents of Fail, Pass and Total Group for Item E - Sentences for Offenses

Loitering	Fail	Pass	Total	χ^2	p
1	54.8	65.0	59.5		
2	33.4	32.1	32.8		
3	8.2	1.9	5.3		
4	0.8	0.4	0.6	31.7	.001
5	0.2	0.0	0.1		
6	0.3	0.0	0.2		
7	0.5	0.0	0.3		
Other	1.8	0.6	1.2		

Table 123

Response percents of Fail, Pass and Total Group for Item F - Sentences for Offenses

Malicious Mischief	Fail	Pass	Total	χ^2	p
1	28.3	26.7	27.6		
2	50.5	58.7	54.2		
3	15.9	13.5	14.8		
4	2.6	0.6	1.7	15.8	.02
5	0.3	0.0	0.2		
6	0.3	0.0	0.2		
7	0.2	0.0	0.1		
Other	1.9	0.6	1.3		

Table 124

Response percents of Fail, Pass and Total Group for Item G - Sentences for Offenses

Breaking and Entering	Fail	Pass	Total	χ^2	p
1	0.0	0.0	0.0		
2	6.9	5.0	6.0		
3	47.0	44.6	45.9		
4	42.0	46.9	44.2	6.8	n.s.
5	1.8	2.9	2.3		
6	0.3	0.0	0.2		
7	0.0	0.0	0.0		
Other	2.1	0.6	1.4		

Table 125

Response percents of Fail, Pass and Total Group for Item H - Sentences for Offenses

Possession of Narcotics	Fail	Pass	Total	χ^2	p
1	1.3	1.2	1.2		
2	2.6	3.7	3.1		
3	15.6	21.2	18.1		
4	39.2	43.7	41.2	17.3	.01
5	32.0	25.4	29.0		
6	5.6	3.1	4.5		
7	1.6	0.8	1.2		
Other	2.1	1.2	1.7		

Table 126

Response percents of Fail, Pass and Total Group for Item I - Sentences for Offenses

Drunken Driving	Fail	Pass	Total	χ^2	p
1	6.9	5.8	6.4		
2	39.7	37.3	38.6		
3	37.0	45.8	41.0		
4	13.2	9.2	11.4	11.9	n.s.
5	1.1	1.2	1.1		
6	0.3	0.0	0.2		
7	0.0	0.0	0.0		
Other	1.8	0.8	1.3		

Table 127

Response percents of Fail, Pass and Total Group for Item J - Sentences for Offenses

Disorderly Conduct	Fail	Pass	Total	χ^2	p
1	21.5	18.7	20.2		
2	62.5	69.2	65.6		
3	13.0	11.2	12.2		
4	0.6	0.0	0.4	7.4	n.s.
5	0.0	0.0	0.0		
6	0.0	0.0	0.0		
7	0.3	0.2	0.3		
Other	1.9	0.8	1.4		

Table 128

Response percents of Fail, Pass and Total Group for Item K - Sentences for Offenses

Auto Theft	Fail	Pass	Total	χ^2	p
1	0.3	0.2	0.3		
2	7.2	5.6	6.5		
3	45.3	44.6	45.0		
4	39.9	46.2	42.7	8.7	n.s.
5	5.0	2.5	3.9		
6	0.3	0.2	0.3		
7	0.0	0.0	0.0		
Other	1.9	0.8	1.4		

Table 129

Response percents of Fail, Pass and Total Group for Item L - Sentences for Offenses

Indecent Exposure	Fail	Pass	Total	χ^2	p
1	10.9	7.7	9.5		
2	41.8	41.7	41.8		
3	32.3	38.1	34.9		
4	11.6	10.2	11.0		
5	1.0	1.4	1.1	8.3	n.s.
6	0.3	0.0	0.2		
7	0.0	0.0	0.0		
Other	2.1	1.0	1.6		

Table 130

Response percents of Fail, Pass and Total Group for Item M - Sentences for Offenses

Larceny	Fail	Pass	Total	χ^2	p
1	1.3	0.2	0.8		
2	9.5	3.5	6.7		
3	31.5	30.8	31.2		
4	42.6	55.2	48.3		
5	11.7	8.7	10.3	35.1	.001
6	0.8	0.2	0.5		
7	0.3	0.0	0.2		
Other	2.3	1.5	1.9		

Table 131

Response percent of Fail, Pass and Total Group for Item N - Sentences for Offenses

Treason	Fail	Pass	Total	χ^2	p
1	1.5	0.4	1.0		
2	3.5	0.8	2.3		
3	6.0	0.4	3.		
4	11.6	5.6	8.8	61.4	.001
5	19.9	21.7	20.8		
6	29.9	35.4	32.4		
7	24.9	34.2	29.2		
Other	2.7	1.5	2.2		

Table 132

Response percent of Fail, Pass and Total Group for Item O - Sentences for Offenses

Inciting to Riot	Fail	Pass	Total	χ^2	p
1	2.1	0.4	1.3		
2	8.8	4.6	6.9		
3	27.2	21.2	24.4		
4	35.9	43.1	39.1	31.4	.001
5	20.6	24.4	22.3		
6	2.9	3.1	3.0		
7	0.3	2.1	1.1		
Other	2.3	1.2	1.8		

Table 133

Response percent of Fail, Pass and Total Group for Item P - Sentences for Offenses

Adultery	Fail	Pass	Total	χ^2	p
1	35.1	46.0	40.0		
2	17.5	19.0	18.2		
3	26.2	21.5	24.1		
4	15.6	9.6	12.9	23.3	.001
5	2.4	2.5	2.5		
6	0.6	0.0	0.4		
7	0.2	0.0	0.1		
Other	2.4	1.4	1.9		

Table 134

Response percent of Fail, Pass and Total Group for Item Q - Sentences for Offenses

Assault and Battery On a Policeman	Fail	Pass	Total	χ^2	p
1	0.5	0.0	0.3		
2	1.9	0.8	1.4		
3	20.4	18.1	19.4		
4	49.2	51.5	50.3	9.1	n.s.
5	22.4	25.2	23.6		
6	3.1	1.9	2.5		
7	0.8	1.2	1.0		
Other	1.8	1.4	1.6		

Table 135

Response percent of Fail, Pass and Total Group for Item R - Sentences for Offenses

Sale of Pornographic Material	Fail	Pass	Total	χ^2	p
1	9.2	6.4	7.9		
2	23.0	24.0	23.5		
3	40.5	44.4	42.3		
4	21.1	20.4	20.8	6.0	n.s.
5	4.0	3.5	3.8		
6	0.2	0.0	0.1		
7	0.2	0.0	0.1		
Other	1.9	1.4	1.7		

Table 136

Response percent of Fail, Pass and Total Group for Item S - Sentences for Offenses

Unlawful Possession of Firearms	Fail	Pass	Total	χ^2	p
1	3.4	2.9	3.2		
2	17.7	15.8	16.8		
3	39.4	45.2	42.0		
4	31.5	29.4	30.6	6.8	n.s.
5	5.3	5.2	5.3		
6	0.3	0.0	0.2		
7	0.3	0.0	0.2		
Other	2.1	1.5	1.8		

Table 137

Response percent of Fail, Pass and Total Group for Item T - Sentences for Offenses

Sodomy	Fail	Pass	Total	χ^2	p
1	9.0	10.8	9.8		
2	11.3	12.7	11.9		
3	33.4	36.9	35.0		
4	28.8	26.7	27.9	4.6	n.s.
5	9.5	8.3	8.9		
6	3.5	2.3	3.0		
7	0.6	0.6	0.6		
Other	3.9	1.7	2.9		

Table 138

Response percent of Fail, Pass and Total Group for Item U - Sentences for Offenses

Robbery	Fail	Pass	Total	χ^2	p
1	0.0	0.0	0.0		
2	1.6	0.2	1.0		
3	15.6	10.6	13.3		
4	53.4	59.6	56.2	16.7	.01
5	26.2	27.5	26.8		
6	1.5	0.4	1.0		
7	0.0	0.0	0.0		
Other	1.8	1.7	1.8		

Table 139

Response percent of Fail, Pass and Total Group for Item V - Sentences for Offenses

Corrupting Morals of a Minor	Fail	Pass	Total	χ^2	p
1	2.6	0.8	1.8		
2	9.7	6.7	8.3		
3	29.3	33.5	31.2		
4	35.5	37.5	36.4	10.6	n.s.
5	18.8	18.5	18.7		
6	1.8	1.4	1.6		
7	0.3	0.2	0.3		
Other	2.1	1.5	1.8		

Table 140

Response percent of Fail, Pass and Total Group for Item W - Sentences for Offenses

Gambling	Fail	Pass	Total	χ^2	p
1	12.1	12.7	12.4		
2	25.4	24.6	25.0		
3	38.6	38.7	38.6		
4	18.7	20.2	19.4	1.5	n.s.
5	3.1	2.1	2.6		
6	0.0	0.0	0.0		
7	0.0	0.0	0.0		
Other	2.3	1.7	2.0		

Table 141

Response percent of Fail, Pass and Total Group for Item X - Sentences for Offenses

Illegal Assembly	Fail	Pass	Total	χ^2	p
1	19.3	15.8	17.7		
2	42.1	53.3	47.2		
3	25.7	23.1	24.5		
4	8.4	5.6	7.1	15.8	.02
5	1.6	0.8	1.2		
6	0.2	0.2	0.2		
7	0.2	0.0	0.1		
Other	2.6	1.4	2.0		

Discretionary Situations

Tables 142-152

Table 142

Response percents of Fail, Pass and Total Group, for Item 1

While walking your beat you come upon two teenagers slugging it out. You step in to separate them when one of the boys takes a swing at you which grazes off your cheek. Indicate whether or not you might do each of the following.

1. Arrest the boy who took a swing at you
2. Ignore the punch
3. Give the boys a strong warning
4. Restrain the boy until he has cooled off

Option 1	Fail	Pass	Total	χ^2	p
Yes	40.8	35.0	38.2		
No	56.9	63.3	59.8	4.4	.05
Other	2.3	1.7	2.0		
Option 2					
Yes	30.6	22.5	26.9		
No	67.2	76.0	71.2	9.9	.01
Other	2.3	1.5	1.9		
Option 3					
Yes	79.1	81.0	80.0		
No	18.3	17.3	17.9	2.0	n.s.
Other	2.6	1.7	2.2		
Option 4					
Yes	82.6	85.2	83.8		
No	14.6	13.1	13.9	2.4	n.s.
Other	2.7	1.7	2.3		

Table 143

Response percents of Fail, Pass and Total Group for Item 2

You are on foot patrol at night. As you approach a tavern, a man, obviously drunk, comes out. He gets into his car and starts the motor. You recognize him as a prominent lawyer active in the town's major political party. What would you do?

5. Arrest him for drunkenness
6. Give him a ticket for drunken driving
7. Put him in a cab
8. Call his family to pick him up
9. Ignore the incident and stay out of trouble

Option 5	Fail	Pass	Total	χ^2	p
Yes	26.2	21.7	24.2		
No	70.9	76.7	73.6	3.6	n.s.
Other	2.9	1.5	2.3		
Option 6					
Yes	30.7	20.4	26.0		
No	66.2	78.1	71.6	17.0	.001
Other	3.1	1.5	2.4		
Option 7					
Yes	59.2	65.8	62.2		
No	38.3	32.7	35.7	4.4	.05
Other	2.6	1.5	2.1		
Option 8					
Yes	59.3	63.3	61.1		
No	37.8	35.0	36.5	3.0	n.s.
Other	2.9	1.7	2.4		

Table 143 Continued, Item 2

Option 9	Fail	Pass	Total	χ^2	p
Yes	6.1	2.5	4.5		
No	90.8	96.0	93.2	9.0	.01
Other	3.1	1.5	2.4		

Table 144

Response percents of Fail, Pass and Total Group for Item 3

You are hunting for a parking space downtown, while off duty. You finally spot a place and are about to pull into it when another car suddenly pulls into it ahead of you. What would you do?

10. Identify yourself as a policeman and tell him to move on.
11. Find another parking place
12. Get out of your car and tell the other driver that you saw the space first

Option 10	Fail	Pass	Total	χ^2	p
Yes	7.9	2.3	5.3		
No	88.8	96.2	92.1	20.6	.001
Other	2.4	1.5	2.5		
Option 11					
Yes	85.2	91.7	88.2		
No	12.4	6.5	9.7	11.3	.001
Other	2.4	1.7	2.1		
Option 12					
Yes	22.0	17.1	19.8		
No	74.3	81.4	77.5	5.1	.05
Other	3.7	1.5	2.7		

Table 145

Response percents of Fail, Pass and Total Group for Item 4

You are in a patrol car with your partner at 11 p.m. when you get a call: someone has phoned in a complaint about a loud quarrel in a neighbor's apartment. The area is one of large apartment buildings mostly occupied by people of low income. You and your partner go to investigate. A man opens the door, and behind him you can see a woman standing; she is crying and her dress is torn, but she doesn't seem to be hurt. The man blocks your way and shouts, "A goddamn cop! Who the hell needs you?!" What would you do?

13. Force your way past the man and then question the woman
14. Arrest the man
15. Draw your gun and order the man to step aside so that you can investigate
16. Call Headquarters for assistance
17. Call out to the woman and ask her if she needs help

Option 13	Fail	Pass	Total	χ^2	p
Yes	29.9	20.6	25.7		
No	66.9	77.9	71.9	15.1	.001
Other	3.2	1.5	2.5		
Option 14					
Yes	23.2	14.6	19.3		
No	73.0	83.7	77.9	18.1	.001
Other	3.9	1.7	2.9		
Option 15					
Yes	11.1	4.0	7.9		
No	85.7	94.2	89.6	22.7	.001
Other	3.2	1.7	2.6		

Table 145 continued, Item 4

Option 16	Fail	Pass	Total	χ^2	p
Yes	26.9	17.7	22.7		
No	69.6	80.6	74.6	16.6	.001
Other	3.5	1.7	2.7		
Option 17					
Yes	85.9	91.0	88.2		
No	10.9	7.3	9.3	4.8	.05
Other	3.2	1.7	2.5		

Table 146

Response percents of Fail, Pass and Total Group for Item 5

You graduated from the academy and were appointed to your department two months ago. Since then you have been walking a beat in a slum area. Every day for the past week, an 18 year old punk has been baiting you by calling you chicken and saying you're nothing without your gun. Today, because there is a group of admiring girls nearby, he is putting on a special show, inviting you into the alley. You have no doubt that you can take him. What would you do?

18. Accept his invitation immediately
19. Arrest the boy
20. Ignore the boy and keep walking
21. Give the boy a lecture and a warning
22. Tell him you'll come back when you are off duty and accept his invitation

Option 18	Fail	Pass	Total	χ^2	p
Yes	5.5	1.5	3.7		
No	90.7	96.9	93.5	15.4	.001
Other	3.9	1.5	2.8		
Option 19					
Yes	21.7	13.9	18.1		
No	74.8	84.4	79.2	12.9	.001
Other	3.5	1.7	2.7		
Option 20					
Yes	49.0	54.2	51.4		
No	48.1	44.2	46.3	2.3	n.s.
Other	2.9	1.5	2.3		

Table 146 continued, Item 5

Option 21	Fail	Pass	Total	χ^2	p
Yes	73.0	66.9	70.2		
No	23.5	31.5	27.2	8.1	.01
Other	3.5	1.5	2.6		
Option 22					
Yes	8.5	6.2	7.4		
No	87.8	92.1	89.8	2.6	n.s.
Other	3.7	1.7	2.8		

Table 147

Response percents of Fail, Pass and Total Group for Item 6

You're alone on a stakeout in your car on a complaint of a peeping Tom. Not long after dark a man comes up and walks over to the window of a house across the street. There are no lights in the house, and he starts to leave. You get out of your car and call for him to stop. He sees you and begins to run, and you run after him. After you've chased him for a block, you realize that he is going to outrun you. What would you do?

23. Call in his description to Headquarters on the car radio
24. Fire a warning shot and order him to stop
25. Wave down a car and chase the man
26. Go back to your car and drive around to search for him
27. Give up the chase and return to duty

Option 23	Fail	Pass	Total	χ^2	p
Yes	83.8	88.5	85.9		
No	13.0	9.8	11.6	3.2	n.s.
Other	3.2	1.7	2.5		
Option 24					
Yes	45.3	35.6	40.9		
No	51.3	62.5	56.4	12.8	.001
Other	3.4	1.9	2.7		
Option 25					
Yes	27.8	27.7	27.8		
No	68.0	70.4	69.1	3.0	n.s.
Other	4.2	1.9	3.2		

Table 147 continued, Item 6

Option 26	Fail	Pass	Total	χ^2	p
Yes	78.0	82.3	80.0		
No	18.5	16.0	17.3	2.5	n.s.
Other	3.5	1.7	2.7		
Option 27					
Yes	14.8	10.2	12.7		
No	82.3	88.1	84.9	5.8	.02
Other	2.9	1.7	2.4		

Table 148

Response percents of Fail, Pass and Total Group for Item 7

In your assigned neighborhood there are several men out of prison on parole. You see one of them in a pool hall being friendly with local known criminals, which is a direct parole violation. You know this man has a job and a wife and family. What would you do?

28. Warn him about the violation
29. Report the incident to his parole officer
30. Ignore the incident
31. Arrest him

Option 28	Fail	Pass	Total	χ^2	p
Yes	86.0	89.0	87.4		
No	10.8	9.2	10.1	0.9	n.s.
Other	3.2	1.7	2.5		
Option 29					
Yes	59.5	58.7	59.1		
No	37.3	39.6	38.4	2.1	n.s.
Other	3.2	1.7	2.5		
Option 30					
Yes	6.0	2.5	4.4		
No	90.8	95.8	93.1	8.4	.01
Other	3.2	1.7	2.5		
Option 31					
Yes	14.0	7.9	11.2		
No	82.5	90.4	86.1	11.4	.001
Other	3.5	1.7	2.7		

Table 149

Response percents of Fail, Pass and Total Group for Item 8

You are on duty in a bus terminal when a man who is loud and obviously drunk comes up to you and asks where to find his bus. A number of people have stopped to watch. What would you do?

32. Direct him to his bus
33. Escort him to his bus
34. Take him to jail for the night to sober up
35. Ignore him
36. Show him where he can get the information

Option 32	Fail	Pass	Total	χ^2	p
Yes	59.5	50.0	55.2		
No	37.1	48.1	42.1	12.6	.001
Other	3.4	1.9	2.7		
Option 33					
Yes	62.9	72.5	67.3		
No	33.8	25.4	30.0	10.5	.01
Other	3.4	2.1	2.8		
Option 34					
Yes	25.6	28.9	27.1		
No	70.7	69.2	70.1	1.3	n.s.
Other	3.7	1.9	2.9		
Option 35					
Yes	4.3	1.9	3.2		
No	92.0	96.0	93.8	5.9	.02
Other	3.7	2.1	3.0		

Table 149 continued, Item 8

Option 36	Fail	Pass	Total	χ^2	p
Yes	63.3	52.3	58.3		
No	33.8	45.6	39.1	16.8	.001
Other	2.9	2.1	2.5		

Table 150

Response percents of Fail, Pass and Total Group for Item 9

While walking foot patrol in the city at night, you observe a man pulling a woman into a car, about a block away. The car pulls away from the curb and heads in your direction. What would you do?

37. Continue patrolling your beat
38. Call in a description to Headquarters
39. Signal the car to pull over
40. Take out your revolver and signal the car to pull over
41. Fire two warning shots and signal the car to pull over

	Fail	Pass	Total	χ^2	p
Option 37					
Yes	15.8	9.8	13.1		
No	81.0	88.1	84.2	10.2	.01
Other	3.2	2.1	2.7		
Option 38					
Yes	80.7	83.5	82.0		
No	15.8	14.4	15.2	1.4	n.s.
Other	3.5	2.1	2.9		
Option 39					
Yes	85.2	94.2	89.3		
No	11.4	3.7	7.9	24.2	.001
Other	3.4	2.1	2.8		
Option 40					
Yes	23.2	19.6	21.5		
No	73.3	78.3	75.6	3.7	n.s.
Other	3.5	2.1	2.9		

Table 150 continued, Item 9

Option 41	Fail	Pass	Total	χ^2	p
Yes	13.2	7.9	10.8		
No	83.3	89.8	86.3	8.7	.01
Other	3.5	2.3	3.0		

Table 151

Response percents of Fail, Pass and Total Group for Item 10

You have just signalled a car to pull over after it has gone through a red light. As you approach the car, you recognize the driver as a member of the police force of a neighboring town. His breath smells of alcohol. What would you do?

42. Give him a ticket
43. Find other transportation for him
44. Call his superior
45. Give him a warning
46. Let him continue on his way

Option 42	Fail	Pass	Total	χ^2	p
Yes	52.7	41.2	47.5		
No	43.9	56.5	50.0	17.3	.001
Other	3.4	2.3	2.9		
Option 43					
Yes	66.1	75.4	70.3		
No	30.9	22.5	27.1	10.8	.01
Other	3.1	2.1	2.6		
Option 44					
Yes	26.7	21.4	24.3		
No	69.5	76.5	72.7	5.2	.05
Other	3.9	2.1	3.1		
Option 45					
Yes	69.3	72.5	70.8		
No	27.3	25.0	26.3	2.7	n.s.
Other	3.4	2.5	3.0		

Table 151 continued, Item 10

Option 46	Fail	Pass	Total	χ^2	p
Yes	14.6	11.5	13.2		
No	81.4	86.0	83.5	2.5	n.s.
Other	4.1	2.5	3.3		

Table 152

Response percents of Fail, Phass and Total Group for Item 11

You are on a two-man car patrol in a slum neighborhood. You turn into a block where a free-for-all involving about 30 teenagers is underway. What would you do?

47. Call Headquarters for help and advance in your car with siren and light
48. Call Headquarters for help and try to break up the fight without force
49. Call Headquarters for help, draw your revolver, and break up the fight
50. Call Headquarters for help and wait until it arrives

Option 47	Fail	Pass	Total	χ^2	p
Yes	74.1	72.3	73.3		
No	22.4	25.8	23.9	2.3	n.s.
Other	3.5	1.9	2.8		
Option 48					
Yes	58.5	55.0	56.9		
No	37.9	42.5	40.0	2.5	n.s.
Other	3.5	2.5	3.1		
Option 49					
Yes	12.4	5.2	9.1		
No	83.4	91.7	87.2	18.4	.001
Other	4.2	3.1	3.7		
Option 50					
Yes	47.0	52.3	49.4		
No	48.6	45.4	47.1	2.1	n.s.
Other	4.5	2.3	3.5		

Personality Inventory

Table 153

Table 153

Personality Inventory

Means and standard deviations of 10 subscales for Fail, Pass and Total Group.

	Total			Fail			Pass			[a]Difference between means	[b]t
Scale	$\bar{X}$	s	N	$\bar{X}$	s	N	$\bar{X}$	s	N		
Harmavoidance	10.3	3.2	1126	10.8	3.1	614	9.7	3.2	512	1.1	6.2
Nurturance	14.3	2.9	1126	14.1	3.0	614	14.5	2.9	512	$\overline{0.4}$	2.3
Social Deviancy	4.4	2.7	1087	4.4	2.7	588	4.4	2.7	499	0.0	0.0
Cynicism	7.0	3.0	1125	7.4	3.1	614	6.4	2.9	511	1.0	5.9
Hostility	6.5	3.2	1104	6.4	3.1	604	6.6	3.3	500	$\overline{0.2}$	0.7
Impulsivity	6.4	3.4	1120	6.3	3.4	611	6.5	3.4	509	$\overline{0.2}$	0.7
Defensiveness	10.5	3.8	1124	10.9	3.6	613	10.0	3.9	511	0.9	3.8
Repression	7.3	2.7	1123	7.9	2.6	613	6.5	2.6	510	1.4	9.2
Sadism	6.2	2.6	1123	6.4	2.7	614	5.9	2.5	509	0.5	3.0
Panic Reaction	3.3	1.8	1081	3.3	1.9	594	3.2	1.8	487	0.1	1.2

[a]Difference between the means for the Fail and Pass Groups. Bar indicates that the Pass mean is larger than the Fail mean, i.e., a negative difference.

[b]The t test is a statistical evaluation of the difference between two means. For groups as large as those studied:

t	p
1.96	.05
2.33	.02
2.58	.01
3.29	.001